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Annual Report of the  
Catholic Children's Aid  
Society of Hamilton -  
Wentworth

1978 -







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# CATHOLIC CHILDREN'S AID SOCIETY OF HAMILTON-WENTWORTH

URBAN MUNICIPAL

MAR 17 1989

GOVERNMENT DOCUMENTS

## FOSTER PARENTS CARE



...That's Important!

THANK YOU FOR CARING

HAMILTON-WENTWORTH

CHILDREN'S AID SOCIETY & ORPHAN CHILDREN'S AID SOCIETY



CPAC DELEGATES WELCOME TO OUR COMMUNITY



## OUR MISSION

The Catholic Children's Aid Society of Hamilton-Wentworth was founded over 30 years ago for the purpose of providing high quality Child Welfare service to the Catholic community. Our goal is to play a significant role as part of a caring Community in protecting children and supporting family life.

1988 ANNUAL MEETING



# 1987 HIGHLIGHTS

- Selected children in care and agency staff participated in a research project that studied the effectiveness of group treatment sessions for children separated from their families. The study was conducted by Dr. Sally E. Palmer of the School of Social Work, McMaster University.

- The agency's new logo has been effectively used in a new system recognizing years of service by volunteers, foster parents and staff members.

- 124 agency volunteers contributed 7088 hours of service and drove 86,810 kilometers in support of agency programmes.

- Over 400 people attended an agency sponsored presentation by Barbara Coloroso called "Discipline - Kids Are Worth It", held May 11, 1987 at the Hamilton Convention Centre.

- Maureen Louch, volunteer extraordinaire and Co-Ordinator of agency STEP (parenting) programmes received the Ministry of Community & Social Services volunteer award for the Southwest Region of the province on May 14, 1987.

- Staff members Angelika Levitt and Ersilia Ventresca presented a workshop at the Ontario



Association of Children's Aid Societies Conference entitled "Children's Views About Adoption".

- Union and management staff participated in a training course entitled "Quality of Worklife", designed to increase employee participation in the operation of the agency.

- The agency played a major role in the development of "Touching", a Child Abuse Prevention Play sponsored by The Community Child Abuse Council of Hamilton-Wentworth and

written by Hamilton author Michael Adkins. The Council is currently chaired by Mark Ewer, Executive Director.

- Agency staff participated in a study of the adequacy of the Provincial Child Abuse Register, led by Professor Nicholas Bala of Queen's University, Kingston.

- Additional funding was received to respond to requests for adoption case record information, following legislative changes effective July 1, 1987.

## TRENDS WE HAVE NOTICED

- Total service requests received by the Intake Unit increased 9% while Child Abuse Investigations increased by 11% in 1987. With increased emphasis on the rights of children and a more frequent use of social services generally, referrals will likely continue to increase in the years to come.

- Admissions of children to care increased by 17% compared to the previous year. Fewer adolescents and more pre-adolescent or latency aged children were admitted, reversing the trend from previous years.

- Although "less intrusive" forms of services are

attempted first, many children still require separation from their families, either for assessment or treatment purposes or to ensure their health and safety. The length of time in care has been reduced on average. Unfortunately, for some children several years of treatment in specialized resources is required due to extreme emotional or behavioral problems.

- We continue to see a gradual decline in the number of foster homes available to us despite recruitment efforts. Foster care continues to be the resource of choice for the majority of children in agency care.

- Court and court related activities continue to take up an increasing amount of staff time, reducing time available to directly serve clients. Those matters that result in applications in Unified Family Court are growing more complex and resulting in trials of increasing length.

- Through special training grants provided by The Ministry of Community & Social Services, Case-Aides have been effectively used as para-professionals and as a supplement to regular staff efforts.

\* The pictures in this report are not of clients of the agency but are intended to depict the children and families that we serve.





# AGENCY SERVICE STATISTICS



At all Children's Aid Societies, we provide a number of services designed to meet the needs of those we serve.

**INTAKE SERVICES** include information, protection and counselling services of a short-term nature.

Requests received.....	2505
Child Abuse Investigations.....	147
Cases opened.....	432
Total cases opened.....	579

**GENERAL SERVICES** include support and longer-term counselling and protection services as well as supervision of children in agency care.

Families served.....	361
Children in care served.....	336

**RESOURCES SERVICES** include foster home and foster group care, receiving and assessment services, foster parent training and a liaison function to all resources utilized by children in care.

Admissions to care.....	160
Foster homes served.....	90
Enquiries, brief services and applications.....	77

## ALTERNATE CARE PROGRAMME

Children served.....	10
Families available / in use.....	12

**YOUNG PARENT SERVICES** include information, counselling and planning for the children of unmarried parents.

Cases served.....	100
Children retained by mother .....	18
Children admitted to care.....	7

**ADOPTION SERVICES** include information, counselling adoption placement, training and support services.

Children on probation .....	48
Adoptions completed .....	24
Enquiries, brief services and applications.....	377

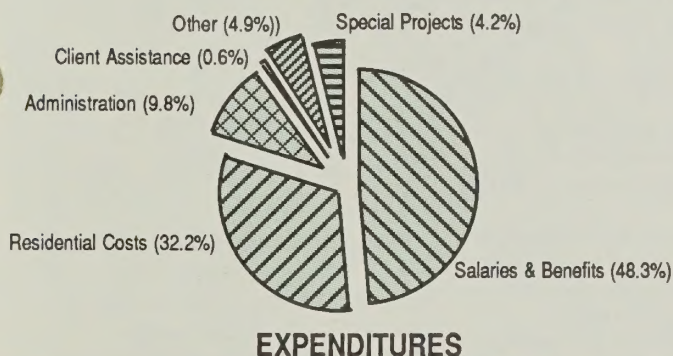
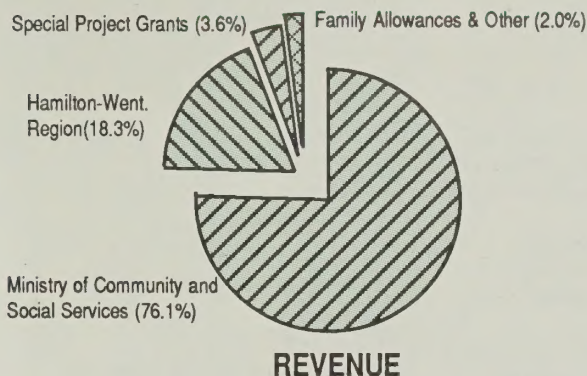
**VOLUNTEER & COMMUNITY RELATIONS SERVICES** include recruitment, screening and development of volunteer programmes, the Recreation and Life Skills Programme and Public Relations initiatives.

Approved Volunteers .....	124
Hours of service provided .....	7088
Miles driven .....	86810
Recreation / Life Skills participants .....	194
Summer Campers .....	92

**PLAY THERAPY SERVICES** involve assessment and treatment of children with emotional and behavior problems.

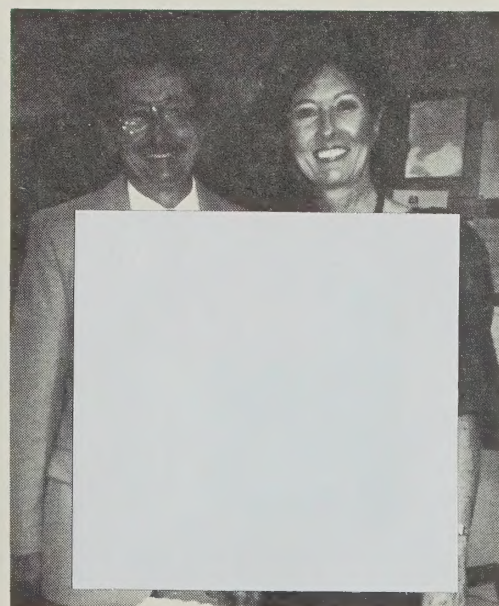
Children served .....	37
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## The 1987 Financial Picture



## OUR SPECIAL THANKS

- To Sid Brail, the staff and members of The Jewish Community Centre for their support with the Afterschool Programme.
- To Ed Gera and The Hamilton-Wentworth Roman Catholic Separate School Board for the use of school facilities for our Lifeskills/Recreation Programme.
- To our committed and talented volunteers who co-ordinate programmes within the agency's volunteer services; Maureen Louch for the STEP Programme, Lorna Johnston for the Tutoring Programme, Catherine Beaulé for Afternoon Break, Maureen Selman for the Toy Lending Library and Wanda Roesch for the Agency Library.
- To Michael Taylor and Taylor Chrysler-Dodge for the use of a van to transport children to summer programmes.
- To The Hamilton Spectator and its "Summer Fund" for generous donations towards our summer camping programmes.
- To The Hamilton Foundation for a grant provided to the Afterschool Programme.
- To the CCAS Women's Auxiliary which continues to raise funds which are used to support adolescents moving on to independence.
- To Stan Jones and Sheila Johnson who left the Society's employ for new responsibilities after fifteen and ten years of dedicated service respectively.





# THE PRESIDENT'S AND EXECUTIVE DIRECTOR'S REPORT

Early in 1987 the Society received the results of the 1986 Exceptional Circumstances Review. This report resulted in sufficient funds being made available to cover all of the preceding year's expenditures. As well, a number of recommendations were made about how the Society plans and carries out its operation. Many of these recommendations have now been dealt with and the balance will be completed in the near future.

1987 saw the start of our important prevention programmes; the Afterschool Programme and the Pregnancy Youth Line which were funded for the most part by a grant from the Trillium Foundation of Ontario. A Trillium grant was also received to assist in upgrading the Society's computer system. Special thanks go to George Caldwell and the staff of The Ontario Association of Children's Aid Societies for their exhaustive efforts in securing and administering these grants.

Following a study that was completed on behalf of the Society, the Board of Directors has approved a plan to increase the Society's private fund-raising capabilities. There is a substantial fund-raising commitment to be made as a part of the Trillium grant process and it is proposed that a Foundation be formed in order to receive such donations. Monies received would be directed towards the Society's Prevention Projects and for other purposes mutually agreed to between the Foundation Board and the Society's Board of Directors. The actual establishment of the foundation will not take place until 1988.

We were fortunate to be able to obtain additional floor space within our office complex and reduce the overcrowding that staff have had to live with for some time. As well, a major capital grant from the Ministry of Community & Social Services and the Regional Municipality of Hamilton-Wentworth helped cover the cost of renovations.

During the year, the Ministry of Community & Social Services approved the Society's new By-Law allowing its full implementation. This has resulted in a change of the term of office of Directors to three years from five years, although two terms are permitted. The terms of five Directors will expire at each Annual Meeting starting with the 1987 meeting.

We would like to offer our thanks to Board and staff members who have contributed to the Society's Standing Committee process. Of particular note is the work of the Staff Management Committee and its Negotiations Sub-Committee. Much effort has gone into reviewing salary and benefits for staff and some significant improvements have been made. The Society is fortunate to have a skilled and dedicated workforce and the Board of Directors is committed to fair and competitive compensation for its employees.

Similarly, our thanks go to the Community Relations, Resource Management and Services Committees for a full and productive year of work.

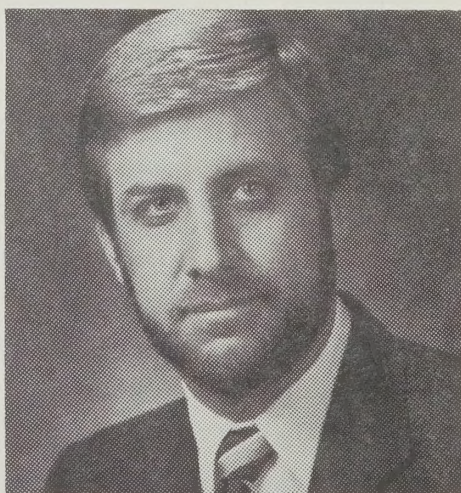
This year we would like to draw attention to the co-operation that has developed between local agencies in Hamilton-Wentworth. We would especially like to express our appreciation to Charlton Hall and Webber House, two local residences for their extra efforts with adolescents in the care of the Society.

As always, our appreciation goes out to the staff and Councillors of the Regional Municipality of Hamilton-Wentworth for their continued moral and financial support. To Don Cornish, Area Manager and Terry McCarthy, Programme Supervisor and other staff of the Hamilton Area Office of the Ministry of Community & Social Services, our gratitude for their significant financial support of our operation. In these changing, complex times, they have maintained a positive and respectful attitude towards the Society and its staff despite some significant challenges with respect to financial and other matters.

We would also like to express our sincere thanks to a very special group of foster and adoptive parents, staff and Board members and volunteers. Together we carry on the hopes of the past and attempt to meet the demands of the future. Together we care!



**John C. Miller**  
President



**Mark A. Ewer**  
Executive Director

## BOARD OF DIRECTORS

Mr. J. Miller - President  
Mr. T. Sullivan - 1st Vice-President  
Mrs. M. Hudecki - 2nd Vice-President  
Mr. R. Wade - Treasurer  
Mr. R. L. Robinson - Secretary  
Ms. N. Carrey  
Dr. Wm. T. Conner \*  
Rev. R. Dunn  
Mr. S. Kondrat  
Ms. D. St. Aubin  
Mr. Wm. D. McNab  
Ms. D. Marcaccio  
Ms. L. McFadden  
Mr. L. Paci  
Mr. G. Raine  
Mrs. S. Sullivan  
Mr. P. Wilson  
Mr. M. Meyer (Honorary)  
Mrs. M. Cerasoli \*\*

\* Resigned during the year.

\*\* Official representative of the Foster Parent Association

## REGIONAL REPRESENTATIVES

Mr. T. Murray  
Mr. J. Robb  
Mr. P. Valeriano  
Mr. R. Wade

## AUXILIARY TO THE CATHOLIC CHILDREN'S AID SOCIETY

Mrs. L. Jablonski - President  
Mrs. J. Marcotte - Vice President  
Mrs. Ann McDonald - Treasurer  
Ms. Teresa Puglia - Secretary  
Mrs. S. Sullivan - Past President

## FOSTER PARENT ASSOCIATION EXECUTIVE

Mrs. M. Cerasoli - President  
Mrs. A. Davidson - 1st Vice-President  
Mrs. H. Cote - 2nd Vice-President  
Mrs. K. Sheahan - Treasurer  
Mrs. R. Mooney - Secretary  
Mr. A. McGivern - Past President

## COMMUNITY REPRESENTATIVES

Mrs. S. Richardson (Services Committee)  
Mrs. D. Driscoll (Services Committee)  
Mr. M. Ekebrecht (Community Relations Committee)



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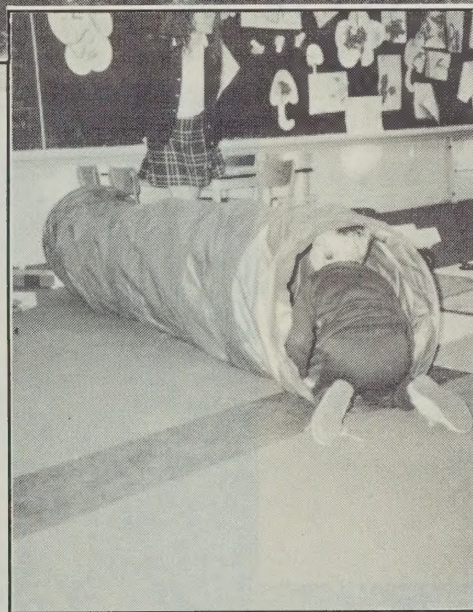
# CATHOLIC CHILDREN'S AID SOCIETY OF HAMILTON-WENTWORTH

URBAN MUNICIPAL

APR 17 1989

GOVERNMENT DOCUMENTS

## 1988 ANNUAL REPORT



### OUR MISSION

*The Catholic Children's Aid Society of Hamilton-Wentworth was founded over 35 years ago for the purpose of providing high quality Child Welfare service to the Catholic community. Our goal is to play a significant role as part of a caring community in protecting children and supporting family life.*



# 1988 HIGHLIGHTS

The Society has developed and implemented a computer network with assistance from the Trillium Foundation. This network, when fully operational will greatly enhance the Society's capacity to communicate, to plan and to manage data. The development and refinement of the network will be ongoing in 1989.

The Society acquired approximately 2,400 additional square feet of office space through leasing space formerly occupied by Ford Credit Corporation, adjacent to the Society's offices. This has substantially improved working conditions by reducing serious staff overcrowding. Also, as a result we have been able to improve client interviewing space and have been able to create a large family meeting room.

The Society, in conjunction with the Children's Aid Society of Hamilton-Wentworth, undertook a workload audit in order to help determine if present staffing levels were sufficient to meet current child protection requirements. The audit was carried out by Marjorie Harvie, a noted child welfare

consultant. The results of the audit confirmed our impressions that current staffing levels were not adequate to meet child protection requirements. The Board of Directors and the staff of the Society are currently developing plans to insure more adequate staffing levels, consistent with the Society's mandate.

The Society has participated in developing a protocol for carrying out child abuse investigations in conjunction with the Children's Aid Society, Hamilton-Wentworth Regional Police Department and the Crown Attorney's Office. It is expected that this community effort will enhance our capacity to protect abused children and to deal more effectively with perpetrators of child abuse.

The Society has developed and added a Planning and Development position and a Human Resource position to its administrative complement, with a view towards improving our planning processes and to insure that we continue to recruit and maintain high quality staff.



## TRENDS WE HAVE NOTICED

Child Abuse investigations increased by 59% over the previous year with intake workload in general up by 20%.

Long-term services to families increased by 11% including an increase in admissions to care of 15%.

Demand for the Alternate Care Program is strong as families and foster families share the heavy responsibility of caring for handicapped children.

Demand for services to young unmarried parents continues to decline gradually along with the placement of infants for adoption.

The ramifications of the Child and Family Services Act are often seen in more complex and lengthy court trials.





# Catholic Children's Aid Society of Hamilton-Wentworth

## Organizational Chart

### BOARD OF DIRECTORS

### EXECUTIVE DIRECTOR

Mark A. Ewer

### Executive Secretaries

A. Forbes  
N. Hickey

### Director of Planning and Development

R.C. Light

### Human Resources Supervisor

M.J. Michalski

### Fund-Raising Assistant

P. Hagan

Director of Finance & Administration  
H. Steigvilas

Sr. Accountant &  
Office Manager

D. Bedini-Keleher

Accountant  
P. Burrows

Computer Development  
Co-Ordinator  
L. Bury

Accounting Clerk  
M. Weisz  
V. Dice

Floating Unit  
Assistant(s)  
G. Salvucci

Records  
E. Moser

Switchboard &  
Receptionist  
H. Flacks  
L. Culm

S.S.E.P.  
T. Lavallee  
J. DeSouza

### ASSISTANT EXECUTIVE DIRECTOR

Beatrice A. Kemp

Legal Services Unit	Intake Services Unit	Resources Unit/Volunteer Services	Adoption Unit	General Services Unit #1	General Services Unit #2	Prevention Services Unit
Director of Legal Services C. Cassidy	Supervisor(s) R. Gizzarelli K. VanHorne	Supervisor R. Shields	Supervisor D. Eyles	Supervisor E. Ventresca	Supervisor M. Casey	Supervisor S. Caughran

#### Court Worker

M. Peckham

#### Legal Secretary

L. Cormier

H. Gardner\*

S. Castiglione

O. Jones

M. Borisenko

K. Valconi

G. Pavelka

G. Taylor

S. Chugh

#### Telephone

#### Intake Worker(s)

S. Camara

M. Hauser

#### Enrichment

#### Worker

H. Peter

#### Unit Assistant

G. Corbett

I. Linkletter

H. Barilla

S. Armstrong

P. McInnes

#### Assistant

#### Volunteer

#### Co-Ordinator

J. Cliffe

#### Unit Assistant

A. Persaud

D. Schneider

S. Chapman

N. Mitchell

#### Adoption

#### Disclosure

#### Worker

D. Jones

#### Unit Assistant

C. George

#### Adoption

#### Disclosure

#### Secretarial

#### Assistant

S. McDonald

#### Family Serv.

#### Workers

B. Frankland-

Cowan

N. Simoes

B. Tranquada

S. Light

#### Children's

#### Services

#### Workers

M. Tettman

L. Wilson

C. Marini

S. Clowes

#### Social Work

#### Assistant

C. Mitchell

#### Unit Assistant

P. Archer

#### Family Serv.

#### Workers

P.J. Reeves

L. McGibbon

S. Smith

L. Long

#### Children's

#### Services

#### Workers

A. Kreiger

A. Strand

D. Baulch

D. Smiley

T. Smith

#### Social Work

#### Assistant

S. Dickerson

#### Unit Assistant

R. Hamblet

#### Young Parent

#### Workers

E. Garland

C. Young

#### Youth Support

#### Worker

J. Gilliam

#### Preparation for

#### Independence

J. Rogers

#### After School

#### Programme

R. Hasick

M. Sylvester



## LIABILITIES

1088



# AGENCY SERVICE STATISTICS

Like all Children's Aid Societies, we provide a number of services designed to meet the needs of those we serve.

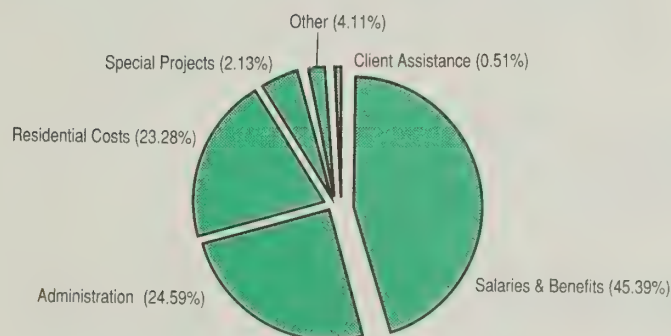
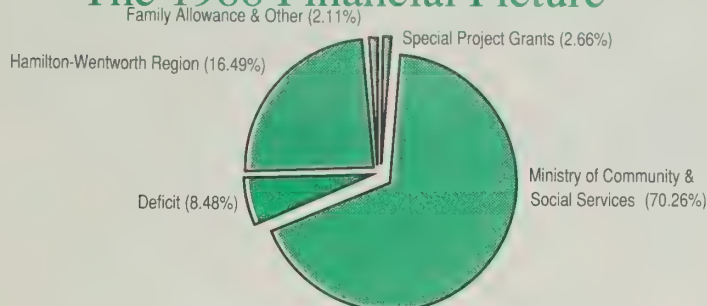
1987

1988

**INTAKE SERVICES** include information, protection and counselling services of a short-term nature.

<i>Requests received</i> .....	2505	2446
<i>Child Abuse Investigations</i> .....	147	234
<i>Cases opened</i> .....	432	453
<i>Total cases opened</i> .....	579	687

## The 1988 Financial Picture



1987

1988

**GENERAL SERVICES** include support and longer-term counselling and protection services as well as supervision of children in agency care.

<i>Families served</i> .....	361	400
<i>Children in care served</i> .....	336	353

**RESOURCES SERVICES** include foster home and foster group care, receiving and assessment services, foster parent training and a liaison function to all resources utilized by children in care.

<i>Admissions to care</i> .....	160	184
<i>Foster homes served</i> .....	90	105
<i>Enquiries, brief services and applications</i> .....	77	81

### ALTERNATE CARE PROGRAMME

<i>Children served</i> .....	10	14
<i>Children on waiting list</i> .....	-	5
<i>Families available/in use</i> .....	12	8

**YOUNG PARENT SERVICES** include information, counselling and planning for the children of unmarried parents.

<i>Cases served</i> .....	100	90
<i>Children retained by mother</i> .....	18	22
<i>Children admitted to care</i> .....	7	12

**ADOPTION SERVICES** included information, counselling adoption placement, training and support services

<i>Children on probation</i> .....	48	37
<i>Adoptions completed</i> .....	24	17
<i>Enquiries, brief services and applications</i> .....	377	184

**VOLUNTEER & COMMUNITY RELATIONS SERVICES** include recruitment, screening and development of volunteer programmes, the Recreation and Life Skills Programme.

<i>Approved Volunteers</i> .....	124	136
<i>Hours of service provided</i> .....	7088	6973
<i>Kilometers driven</i> .....	86810	102778
<i>Recreation/Life Skills participants</i> .....	194	201
<i>Summer Campers</i> .....	92	87

## OUR SPECIAL THANKS

To Ed Gera and The Hamilton-Wentworth Roman Catholic Separate School Board for the use of school facilities for our Recreation Programmes and Afterschool Programmes.

To Michael Taylor and Taylor Chrysler-Dodge for the use of a van to transport children to summer programmes.

To all our committed and talented volunteers, including those who co-ordinate programmes within the Agency's volunteer services: Maureen Louch for the STEP Programme, Catherine Beaulne for Afternoon Break, Wanda Roesch for the Agency Library.

To the CCAS Women's Auxiliary which continues to raise funds to support adolescents moving to independence.

To Mr. Jim Zbaraski for his most generous donation of \$400.00 in pennies and for the beautiful chest they came in.

To Miss Beth Mackenzie and the children of the "Youth with a Mission" group from Tyler, Texas

for sending us their "Mitten Christmas Tree" which provided our children with 30 pairs of new mittens.

To all the supportive citizens, organizations, and groups whose generosity and love helped us to provide for our families, a happier Christmas season; Especially,

To Mr. John Martynuk for his endless efforts during the Christmas season in supplying 20 families with food, toys, and other treats; for purchasing furniture for one of our families in need; and for supplying our Independence programme with food and gifts for their Christmas Party.

To Cathedral Girls High School for their generosity in providing Christmas gifts for 17 of our children.

To St. Mary's High School for supporting 6 of our families at Christmas with food packages.

To Board members who have retired or left during 1988: Bob Robinson, Mary Hudecki, Pat Valeriano, Tom Murray, John Miller, Bill McNab.







# PRESIDENT'S REPORT

**Terry T. Sullivan** -*president*

This October our Society will celebrate it's 35th anniversary of providing care for children and families of this Catholic community. We continue to grow in maturity and in our ability to deliver meaningful, effective and quality services.

You may notice that office over-crowding has been resolved when additional space was acquired to create a more effective work environment both for employees and our clients.

Our Board of Directors, guided by staff, worked closely with our Foster Parents Association to establish improved foster parent rates. It is reassuring that our foster parents and staff were able to take a leadership role and work responsibly together. This was an important and necessary step taken to revitalize the foster parents and attract new candidates to the programme.

Our Board continues to take a keen interest in the future plans and goals of the Society. With staff support, a select committee of the Board is now working and committed to developing a meaningful and effective strategic plan.

Once again our Society is involved in an Exceptional Circumstances Review by the Ministry of Community & Social Services. It seems that each year the costs of care drive the budget into an uncomfortable deficit position. Once again we hope that this Review will recognize this symptom and the appropriate funding adjustments can be incorporated into our budget planning process.

One of the important resources in any business is the employees. This Board is proud of the dedicated, professional and caring manner in which everyone from the Executive Director to the part-time steno attends to the operations of the agency. We share the serious concerns around staffing pressures associated with the increased demands of legislation, changing community attitudes and complex treatment processes for our children.

Over the past few years our Society has worked hard to earn the respect and loyalty of many government and private agencies which are essential to our existence. We have enjoyed the support and co-operation of the Area Office for the Ministry of Community & Social Services. This Ministry is our major source of funding, and our Society has not taken lightly our responsibility to execute our duties in a prudent and co-operative fashion. We are also grateful to the Regional Municipality of Hamilton-Wentworth which provides significant funding, and places on our Board four of their councillors who are always available to offer guidance and encouragement.

I have appreciated the support of the Board and staff members who have contributed to the Society's Standing Committee process. Throughout the past year the Staff Management, Community Relations, Resource Management and Services Committees have had a full and productive year of work which is so aptly demonstrated by their achievements.

Our Society continues to grow and adapt to meet the child and family welfare demands of the 90's. It will not be an easy task, but with a supportive volunteer base, dedicated employees, an effective Board of Directors and a caring community, we are committed to our belief that we are ready and able to meet these challenges.



# EXECUTIVE DIRECTOR'S REPORT

**Mark A. Ewer**-*executive director*

In 1988 some reorganization took place which resulted in the consolidation of a number of prevention programmes under our new Prevention Unit. One of these programmes, the Afterschool Programme continues to be funded in part by a grant from the Trillium Foundation. Thanks to excellent community support, we have been able to raise the balance of funds required privately.

Also supported through the Trillium grants is our Computer Development Project. The Society is implementing a network of personal computers which will provide us with the latest of technology for not only statistical and case management purposes, but also for word processing and other business functions.

Reorganization also resulted in a new position entitled Director of Planning & Development. Promoted from the supervisory ranks, its first Director, Robert Light, has done an excellent job in this area. It is our hope that we can become much more organized in the areas of long and short range planning and in the development of policy and procedure manuals.

Society staff continue to identify issues with respect to the implementation of the Child & Family Services Act. This new legislation has had a serious impact on Society workload because of the increased requirements with respect to the courts, its procedures and documentation. Not only has the new legislation increased the demands on our staff, it has also adversely affected the quality of work-life of our professional staff. This has become a major issue as the Society attempts to cope with increasing staff turnover and job dissatisfaction.

The Society has continued to experience increased workload as represented by additional clients served. With respect to children in Society care in particular, the problems presented seem much more serious and more expensive forms of care are often required. This has resulted in a sizeable deficit in 1988 which will be the subject of an Exceptional Circumstances Review to be carried out early in 1989.

Agency staff continue to play a significant role with respect to our Community responsibilities despite the pressures of increased workload. Personally, I have continued to be very involved with the Community Child Abuse Council of Hamilton-Wentworth as its Chairman. The Council's efforts in the prevention of child abuse through the use of the Child Abuse Prevention Play, "Touching" will be to everyone's benefit in the long-run. As well, I continue to sit on the Administration Team of the Association of Agencies for Treatment and Development, as its Vice-Chairman.

In conclusion, I would like to offer my very special thanks to a very dedicated group of staff members who have continued to serve our clients with skill and care despite the challenges of our work.

## BOARD OF DIRECTORS

Mr. T. Sullivan - President  
 Mrs. S. Sullivan - 1st Vice-President  
 Ms. D. Marcaccio - 2nd Vice-President  
 Mr. R. Wade - Treasurer  
 Mr. J. Parnell - Secretary  
 Rev. R. Dunn  
 Ms. N. Gratton  
 Mr. J. Hogan  
 Mr. S. Kondrat  
 Mrs. C. Larsen  
 Ms. L. McFadden  
 Mr. L. Paci  
 Mr. G. Raine  
 Mr. H. Schweinbenz  
 Mr. N. Smith  
 Mr. G. Warnick  
 Mr. P. Wilson  
 \* Ms. D. St. Aubin  
 \*\*Mrs. M. Cerasoli

*\* Resigned during the year*

*\*\*Official representative of the Foster Parent Association*

## REGIONAL REPRESENTATIVES

Mr. D. Agostino  
 Mr. J. Gallagher  
 Mr. J. Robb  
 Mr. R. Wade +Term ended during the year  
 + Mr. T. Murray  
 + Mr. P. Valeriano

## AUXILIARY TO THE CATHOLIC CHILDREN'S AID SOCIETY

Mrs. L. Jablonski - President  
 Mrs. J. Marcotte - Vice President  
 Mrs. Ann McDonald - Treasurer  
 Mrs. S. Sullivan - Secretary  
 Mrs. H. Beattie - Membership Convenor

## FOSTER PARENT ASSOCIATION EXECUTIVE

Mrs. M. Cerasoli - President  
 Mrs. A. Davidson - 1st Vice-President  
 Mrs. H. Cote - 2nd Vice-President  
 Mrs. K. Sheahan - Treasurer  
 Mrs. R. Mooney - Secretary  
 Mr. A. McGivern - Past President

## COMMUNITY REPRESENTATIVES

Mrs. S. Richardson (Service Committee)  
 Mrs. D. Driscoll (Service Committee)  
 Mr. M. Eckerbrecht (Community Relations Committee)



URBAN/MUNICIPAL  
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# *1984 Annual Report*

JANUARY 1, 1984 — DECEMBER 31, 1984

*The Catholic Children's Aid Society  
of Hamilton-Wentworth*

499 King Street East  
Hamilton, Ontario  
L8N 1E1  
(416) 525-2012

GOVERNMENT DOCUMENT





## Our Mission

The Catholic Children's Aid Society of Hamilton-Wentworth was founded over 30 years ago for the purpose of providing high quality Child Welfare service to the Catholic Community. Our goal is to play a significant role as a part of a caring Community in protecting children and supporting family life.

## Some Highlights were...

- The Nova University project on foster care held a workshop aimed at understanding our foster care system.
- Our volunteers excelled once again, contributing over 6,000 hours of service and driving almost 52,000 miles.
- A number of our agency's programmes were chronicled in a one hour television programme produced by Cable 4.
- A policy statement on the rights of foster parents, reinforcing their important role in the agency's work was approved.
- As a large number of the agency's children are educated in the Separate School System, a Liaison Committee was re-established with this Board for the purposes of improving our joint work together.
- Eight students in social work or social service programmes at McMaster and Mohawk College experienced field placements at the agency during 1984.
- 36,000 days of regular or specialized foster care were provided by 140 foster homes available for use during the year.
- Our first annual adoptive family picnic was held in September and was very well attended.
- A number of foster care training and support programmes were implemented dealing with orientation and care of abused or emotionally disturbed children.
- The Auxiliary quilt raffle raised over \$5,000.00 to be used for purchase of equipment for handicapped children and other special needs.
- Our Toy Library was the topic of a workshop presented at the Ontario Association of Children's Aid Societies Conference by our agency.
- An all day workshop for Board and staff members was held on December 6, 1984 for the purpose of developing a Goals & Objectives structure for the agency.



## Agency Services

Like all Children's Aid Societies, we provide a number of services designed to meet the needs of those we serve.

**Intake Services** provides information, protection and counselling services of a short-term nature.

Requests received .....	2308
Child Abuse Investigations .....	173
Cases opened .....	630
Non-abuse cases opened .....	468

**General Services** provides support and longer-term counselling and protection services as well as supervision of children in agency care.

Families served .....	313
Children in care served .....	346

**Enrichment/Resources Services** provides individualized family support, foster and group care and receiving and assessment services.

Admissions to care .....	170
Foster homes served .....	140
Enquiries, brief services and applications .....	102

**Young Parent Services** provides information, counselling and planning for the children of unmarried parents.

Cases served .....	87
Children retained by mother .....	22
Children admitted to care .....	15

**Adoption Services** provides information, counselling, adoption placements, training and support services.

Children on probation .....	49
Adoptions completed .....	29
Enquiries, brief services and applications .....	359

**Volunteer and Community Relations Services** provides recruitment, screening and development of volunteer programmes, the Recreation and Life Skills programme and Public Relations initiatives.

Approved Volunteers .....	130
Hours of service provided .....	6000
Miles driven .....	52000
Recreation/Life Skills participants ....	116
Summer campers .....	159

## How the Dollar was spent (January 1st — December 31, 1984)

### Operating Expenses:

Salaries and Benefits .....	\$ .50
Residential Costs .....	.30
Administration .....	.09
Capital and Non-recurring costs .....	.05
Client Assistance .....	.03
Other Expenses .....	.03
	<u>\$1.00</u>

Operating expenses totalled \$3,198,987.00

### Revenue:

Ministry of Community and Social Services .....	\$ .76
Regional Municipality of Hamilton-Wentworth .....	.18
Family Allowances .....	.02
Alternate Care Grant .....	.02
Other Revenue .....	.02
	<u>\$1.00</u>

Operating revenue totalled \$3,108,709.00





## **Trends we are experiencing**

- An increasing number of children and parents are experiencing psychiatric problems involving increased staff and other treatment services.
- At the same time, other community resources are overloaded resulting in long waiting lists and additional referrals to this agency.
- Due to public awareness, there has been a significant increase in our work in the area of child abuse.
- A higher number of children in the agency's care have specialized needs resulting in placements in treatment resources at considerable additional cost.
- With fewer infants available for adoption, the waiting period for adoptive applicants has increased to four or five years.
- Numbers of requests from adopted children for personal social history information in agency records remains high.
- Together with other community agencies, we are responding to the special needs of young, single mothers through educational and support groups.
- Agency treatment services for children are much in demand with 25 children provided with Play Therapy Services in 1984.
- There has been a 50% increase in requests for volunteer case-aides to support single mothers.
- Increased demand for an After School Programme focusing on recreation and Life Skills resulted in its extension to three nights a week.
- The number of clients referring themselves to the agency for service increased by 50% in 1984.
- Child abuse is now viewed as a symptom of other problems necessitating the use of psycho social assessments to ensure that the resulting intervention can be a goal oriented family approach.
- The planned implementation in July 1985 of the proposed Child and Family Services Act will require considerable training and implementation efforts for this and other community agencies.





## Our Focus on Prevention

1984 witnessed the re-affirmation of the agency's original mandate and Mission Statement when the Board of Directors passed the 'Policy Statement on Preventive Service Delivery' in September. This wide-ranging paper emphasized a number of initiatives. It called for the strengthening of the family unit by reducing problems in their environment and by increasing the individual ability of clients to deal with stress. In addition, it called for the improvement of preventive service delivery for children and families whose current access is unsatisfactory.

Perhaps the most significant statement in the document calls for a preventive focus to be a vital component of the services delivered by the agency. Staff are encouraged to integrate preventive programming into their respective service areas. The agency is also directed to involve itself in high risk programmes to groups vulnerable to specific stresses, to community wide programmes where target groups reside in specific geographic areas as well as Milestone programmes in which residents of a particular community are screened at specific times.

Many preventive programmes are already in place and have been for some time. Currently, our Service Units have individuals available who run groups or provide other services of a preventive nature. Some units provide family enrichment and group and individual counselling which support the alleviation of stress and strengthen the family unit. After the implementation of the proposed Child and Family Services Act, this agency will continue to participate in new initiatives in the prevention area, as well as support the efforts of other community agencies.

*\*The Pictures in this report are not of clients of the agency  
but are intended to depict the children and families that we serve.*



## The President's and Executive Director's Report



**Robert Lancaster, M.D.**  
**President — Board of Directors**

1984 was a year of many changes and accomplishments for the Catholic Children's Aid Society of Hamilton-Wentworth.

The leadership of the agency changed hands with the resignation of Georgina Gibbons in January 1984, after eighteen years of dedicated service as Executive Director. A debt of gratitude is also owed to Mrs. Anne Genereux, who conscientiously carried out responsibilities as Acting Director for a considerable period of time. In June, Mr. Mark A. Ewer took over responsibilities as Executive Director. Previous to this appointment, Mr. Ewer was Executive Director of Family & Children's Services of Norfolk.

Such changes in senior administration offer an opportunity to review roles and responsibilities, policies and procedures. Much time has been spent in clarifying these areas and in 1985 further development will take place with the review and possible revision of the agency's Mission Statement. Accompanying this will be an analysis of our current service delivery and operation as a part of defining the Catholic nature of our organization. Our ultimate goal is to have a sense of how we should be progressing in the future. We plan to accomplish this through strategic planning sessions involving Board and staff members.

During 1984 we were able to implement the recommendations made by an independent government review of our Intake Unit. Changes in staffing and the development of new procedures and physical changes have produced a highly effective and efficient working unit, that without question, meets all the current standards relating to child abuse and other intake situations. While the handling of abuse and high risk situations is very important, we have maintained our commitment to preventive programming, including the approval of a policy statement on Preventive Services. While a number of these programmes are carried out as a part of volunteer services, it is our hope to emphasize the preventive aspects of service delivery in all areas of the agency's operation. The policy also calls for the agency to play a leadership role in the development of Preventive Services in our Community.

Our case statistics indicate increased levels of services in almost all areas. Although the number of children in care of the agency have not increased, we are serving a higher number of children in relatively expensive treatment resources resulting in higher than anticipated expenditures. These costs, coupled with other unanticipated costs, necessitated a special request for funding from the Ministry of Community & Social Services and the Regional Municipality of Hamilton-Wentworth. Both levels of government have assisted us greatly with support and now with funding, allowing our agency to meet nearly all its financial



**Mark A. Ewer**  
**Executive Director**

obligations in 1984. In 1983 and 1984, our base budget was reduced by government due to the accumulation of surplus funds. As our operating costs have now increased substantially, we will be making requests for higher levels of funding in the future.

In the summer of 1984, we were pleased to complete minor renovations to our offices which have improved efficiency and the quality of the work environment. We have continued to experience ongoing facility problems which have prompted the Finance Committee to form a working group which will review the accommodations issue. This is a long-term issue which will take into account our future space needs, the manner in which we will deliver service in the future, our location, accessibility by the handicapped and other factors.

1984 will be remembered as the year that we celebrated the 30th anniversary of the founding of this agency. Although we enjoyed special publicity as a result, many people will more likely remember such events as the 'Open House', the Mass at the Cathedral celebrated by Bishop Tonnos and the evening Reception, as true highlights of the year. Our thanks go out to Staff and Board members, our foster parents and their children and our Auxiliary for their efforts in making these events a success.

The Child Welfare field is a very dynamic one and this will never be more evident than in 1985 when we look to the implementation of new provincial legislation entitled "The Child and Family Services Act". This statute stresses the protection of rights, the setting of standards and increased accountability. Although we would like to take a positive approach in receiving this new responsibility, it is clear that such changes will have an impact on our organization which will reduce the effective level of service to clients, unless further funding is provided.

In 1985 we will be reviewing our Foster Care System in order to assess its effectiveness and prepare for the development of further standards and guidelines in this important area of agency service. Foster Care continues to be the most important care resource used by this agency and we cannot express too strongly our gratitude to these families for their efforts on behalf of the children that we serve.

In closing, we would like to offer special thanks to all those who have worked so co-operatively in the interests of this agency and its clients. The importance of this work is reflected in the commitment shown by our Board and Staff members, foster and adoptive parents and volunteers and Auxiliary. We look forward to our future work together.



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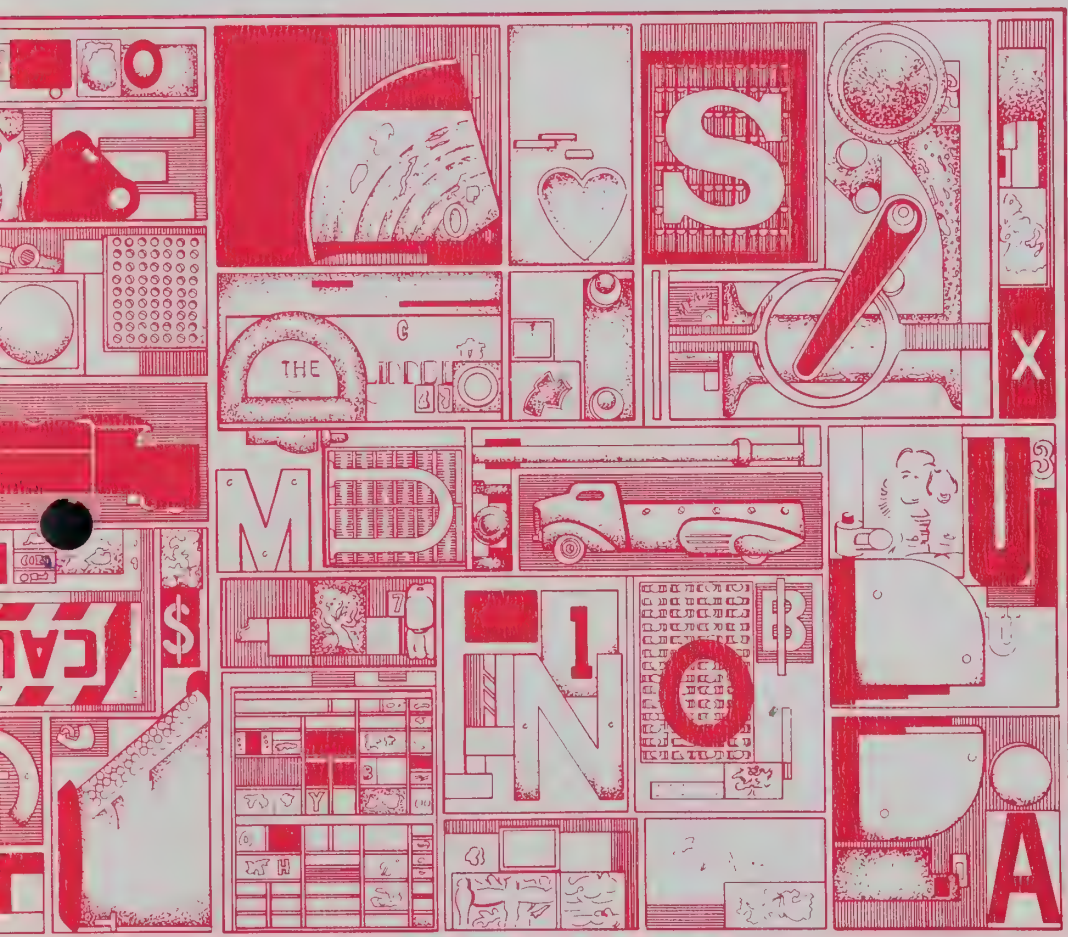
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URBAN MUNICIPAL

SEP 19 1989

GOVERNMENT DOCUMENTS

# annual report 1989



the children's aid society  
of hamilton-wentworth



# board of directors and officers the children's aid society of hamilton-wentworth

143 Wentworth Street South, P.O. Box 1107, Station A, Hamilton, Ontario L8N 4B9

1989 - 1990

## Honorary Solicitor

Mr. John F. Reesor, Q.C.

## Officers

President.....	Brenda Yates
Immediate Past President.....	Murray Ford
1st Vice-President.....	Edward Simmons
2nd Vice-President.....	Jim Cimba
Treasurer.....	Fred Simpson
Managing Director.....	Sylvio Mainville

## Directors

Elizabeth Avetissian	Peter Hill
Joan Balinson	*Brian Hinkley
Jim Barlow	Rosemary Knechtel
David Catton	Webb McFarland
Renata Davidson	Jackie McKenzie
Larry Dawson	*John Prentice
Wenda Dibicki	Peter Schmitt
*Glen Etherington	Bob Spree
*John Gallagher	Skip Stanbridge
Elize Hartley	Lenise Willard

\* Regional Councillor



# summary of revenue, expenditures and deficit as of december 31st, 1989

## Revenue

Province of Ontario.....	\$6,698,749
Regional Municipality of Hamilton-Wentworth.....	1,624,747
Gasoline Tax Rebate.....	919
Other Societies.....	92,353
Membership Fees.....	1,975
Payments from Parents.....	19,595
Department of National Health and Welfare.....	166,144
Investment Income.....	79,373
Trillium Grant.....	16,125
Special Funds.....	2,928
Mental Retardation Project.....	11,992
Child Abuse Training Services Manual.....	17,197
Other.....	42,400
	<u>\$8,774,497</u>

## Expenditures

Salaries and Benefits.....	\$3,989,838
Building Occupancy.....	92,032
Office Expenses.....	213,949
Training Education and Conferences.....	33,299
Promotion and Publicity.....	30,258
Purchased Services (non-medical).....	104,471
Transportation.....	162,177
Boarding Rate Payments.....	3,380,824
Health and Allied Services.....	94,823
Client Personal Needs.....	394,110
Trillium Project.....	29,439
Other Project Expenses.....	11,632
Emergency Assistance.....	28,998
Miscellaneous.....	28,441
Capital Costs and Non-Recurring Costs.....	179,469
	<u>\$8,773,760</u>

Revenue in Excess of Expenditures..... 737

## Deficit

1988 Deficit.....	(7,821)
Revenue in Excess of Expenditures.....	<u>737</u>
DEFICIT AS AT DECEMBER 31, 1989.....	<u>(7,084)</u>





**Mrs. Brenda Yates**  
**President**

## professional staff strike

1989 will long be remembered as the year of the first strike by the professional staffs of both our Society and the Catholic Children's Aid. While the issues involved dealt with such matters as salary levels, overtime compensation, and legal protection, the incredible emotional and work pressures experienced by CAS social workers undoubtedly played a large part in their decision to strike. Through the use of management staff, we were able to maintain essential services, however, it was a great relief when the 3 month strike ended on July 5th, 1989.

## budget

In early 1989, we submitted a budget to the province which reflected an 8.3% increase over 1988's approved base budget. This was later added to by an increase in foster boarding rates introduced to bring our rates into line with Hamilton CCAS rates. By summer our budget had not yet been approved, but savings resulting from the strike enabled us to operate within the usual 4% base allocation. Unfortunately, in 1990 we are beginning the year with a half-million dollar deficit which will necessitate applying for an Exceptional Circumstances Review in order to obtain sufficient funding to meet the requirements of our legislation.

## staff turnover

After the strike period we hired 34 new staff and there were 26 internal moves.

This meant an increased need for orientation and training for staff who are either new to CAS or to their positions, and an increase in supervisory staff to provide direction and support. Similar staffing problems prevail throughout the province: a fact which will need to be addressed jointly by societies, the Ontario Association of Children's Aid Societies and the Ministry.

## protection service trends

- Due to an increase in child abuse cases, we had the largest number of children in care in 5 years. The development of the Child Abuse Branch of the Regional Police meant an increase in joint child abuse investigations and the number of charges laid against abusers. The growing emphasis on protecting the rights of parents as well as children has meant increased time spent on court activities (court preparation, adjournments, supervised parental visits) and, unfortunately, the return of children to high risk situations.
- Lengthy waiting lists limited the availability of local treatment facilities.
- More teens came into care due to a lack of alternative programs.
- A 39% increase in youths charged under the Young Offenders Act placed in foster care required intensive social worker involvement.
- Increased numbers of seriously disturbed children required costly institutional care and specialized day care due to a lack of local treatment facilities.



# the report of the president and the managing director

- A large percentage of clients continued to be young single mothers and parents from "blended" families.

## foster care

In 1988, thanks to the hiring of a full-time foster home recruiter, we opened 34 new foster homes: an all time high.

Unfortunately, the strike put recruitment "on hold" and once again we began to experience a serious shortage of homes. Because the province wide market of persons interested in foster care continues to decline, the need for continuance of an aggressive recruitment campaign remains obvious.

Thanks to a 1988 study by the Ontario Association of Children's Aid Societies, increased emphasis has been placed on the upgrading of board rates, training and retention of foster parents. The Services Committee of our Board created a Foster Parent Retention Sub-Committee to implement the recommendations made by the O.A.C.A.S. The sub-committee - which will now be a permanent one - examined current policies, procedures and practices. They then recommended the following: emphasis on the worker/parent team concept, additional training, support groups for natural children, additional child care support for after hours, relief for foster parents and increased recruitment and retention efforts.

## crown wards

A comprehensive review of Crown Wards in long-term care by the Ministry showed that the majority are 13 years and over

and have an unusually high degree of emotional disturbance. 48% had been abused - some of them severely - before coming into care.

Planning for these youngsters presents a tremendous challenge, however the report showed that the low degree of worker turnover in the Crown Ward Unit and intensive attempts to get treatment showed a high degree of commitment and professional service.

## adoption

The number of young pregnant women seeking counselling about children born out of wed-lock remained low. Most of them ended up keeping their babies. This meant that the supply of infants for adoption has remained low and couples waiting to adopt babies have lengthy waiting periods. The urgent need remains to find couples wanting to accept older children and children with special needs.

Several years ago, changes in the Child and Family Services Act made it possible for us to provide non-identifying information about birth histories to adopted adults. No provision was made, however, for additional staff to process inquiries and by 1989, there were over 300 people on waiting list. In late 1989, COMSOC announced that additional staff would be made available for a limited time to handle the backlog and to do reconciliation counselling.

Our urgent need continues to be for post adoption support and educational groups to help prevent adoption breakdowns.





Syl Mainville  
Managing Director

## special services

Through the use of child care workers skilled in child management, this unit provides support to natural and foster parents and to older wards of the Society who are moving toward independence. Being considered for 1990 is an After-School Program designed to keep teenagers with their families and out of foster care.

Parent Aides from the unit provide vital support services to high risk young mothers and teach homemaking and child rearing skills.

## community planning issues

Several community task forces with which CAS is vitally concerned were developed with our assistance: a pilot study on a 6 month one-to-one support program for high risk young mothers identified at the hospital level, a Street Youth Task Force to review needs and to recommend needed services, a Task Force examining the need for additional treatment services for victims of abuse and perpetrators to replace the treatment groups at our Society that were funded in part by the Trillium Foundation.

## building expansion

After a Building Study explored several options to relieve the space limitations in our office facility, the Board approved the recommendation to build an addition to meet both our current and future needs.

## the future

This Society is continuing its strategic planning which was interrupted due to the strike. This process, which involves reviewing the work of agencies providing similar services and funding only those that do the best job, will continue to encourage the development of integrated community services.

The Social Planning and Research Council reported to our Long Range Planning Committee that the Region will experience a 12.5% increase in population by the year 2006. They feel that low income families will continue to locate in Hamilton where protection services will be needed. Immigration growth will also mean an increase in the need for culturally sensitive services.

The sweeping overhaul of public assistance recommended by the Transitions Report by the Social Assistance Review Committee will hopefully impact on a large number of CAS clients, if carried out, by lessening their burden of poverty. Hopefully it will help CAS clients move from dependency to autonomy and eventual integration with the main stream of community life.

## OUR THANKS

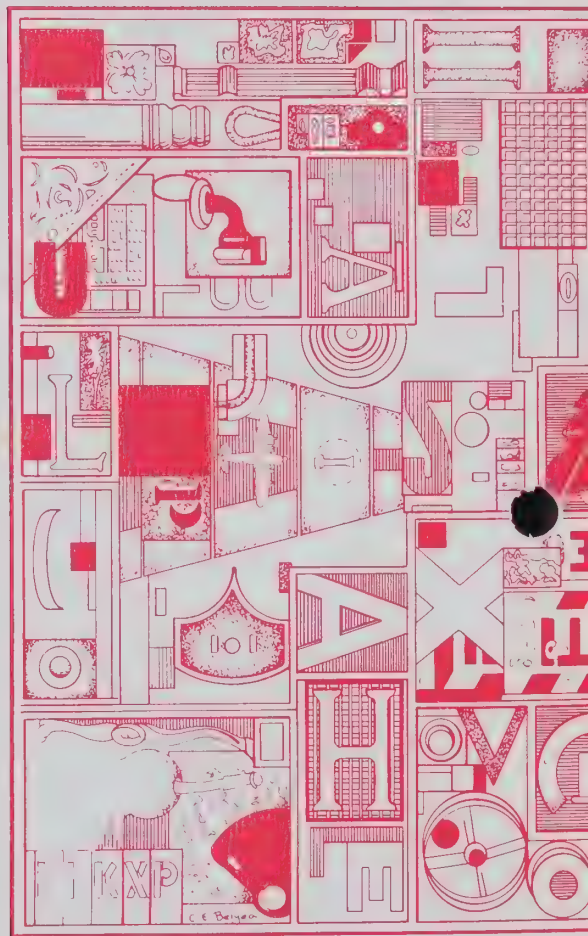
In closing on this note of hope for the future, we would like to thank our current Board Members, Staff, Foster Parents and Volunteers for all their work and support in this most difficult year.



# 1989 in review facts & figures

- 2,970 referrals to our Intake Unit involved almost 7,000 children.
- 890 reports of child abuse (30% of all intake).
- 55% increase in sexual abuse, 30% physical abuse. These figures which are among the highest in the province, reflect a high level of family violence in this region.
- Part of the increase may be related to the fact that by the end of 1989, every elementary school child in the Region had seen "Touching" by Michael Adkins: a play about child abuse prevention.
- Criminal charges were laid in 87 abuse investigations by the police Child Abuse Branch and 70 severe abuse cases were reported to the Provincial Abuse Registry.
- An abuse victim treatment program financed by donations from the public and the Trillium Foundation, was co-ordinated through our Society.
- Donations of \$55,000 to our Children's Fund provided support for the abuse victim's treatment program, and also for the Christmas and Camp programs.
- 58 new volunteers provided support services to the staff.
- The Parent Aide Program involving intensive one-to-one work with high risk young mothers was expanded to 10 workers.
- At the beginning of 1989, there were 382 children in care. During the year 338 were admitted and 345 returned home leaving a year end total of 375 in care.
- Poverty and poor housing are involved in a high percentage of family service cases.
- New foster home applications dropped to 16 and at year end, 108 of our 158 homes were occupied.
- 56 severely disturbed children were in outside institutions at costs ranging from \$36,500 to \$61,000 a year each.
- 9 Alternate Care homes provided part time relief for the parents of 16 retarded children as an alternative to institutionalization.
- A total of 21 children were placed for adoption.
- 7 children with serious problems are in adoption homes subsidized by the Society as an alternative to long-term foster care.
- At year end, 14 couples wishing to adopt had been approved, 21 were in the pre-adoption training/homestudy process, 45 were on a waiting list, and 15 interested couples were awaiting an initial intake meeting.
- By year end, there were 425 people waiting for adoption disclosure information and the waiting period for service was estimated to be over 5 years.
- By year end we had a staff of 119 administrators, social workers, child care workers, and support staff, plus 10 Parent Aides, and 10 Child Care workers on contract doing crisis intervention and training teens for independent living.







# 1984 ANNUAL REPORT

## BOARD OF DIRECTORS

Dr. R. Lancaster — President  
Mr. E. McBane — 1st Vice-President  
Mr. J. Miller — 2nd Vice-President  
Mrs. M. Farrell — Secretary  
Mr. D. Brennan  
Mr. G. Bruin  
Dr. W. Conner  
Mrs. M. Hudecki  
Mr. S. Kondrat  
Mrs. M. Louch  
Mr. J. Parnell

Mr. R. Robinson  
Mr. T. Sullivan  
Miss N. Walsh  
Mr. G. Woodman  
Rev. R. Dunn  
Mr. J. Dean (Honorary)  
Mr. M. Meyer (Honorary)  
Rev. R. Voisin \*  
Mr. G. Raine +  
Mrs. J. O'Hara +  
Mr. R. Cruse +

## MUNICIPAL REPRESENTATIVES

Mr. R. Wade  
Mr. F. Lombardo  
Mr. J. Robb  
Mr. P. Drage  
Mr. P. Peterson \*

## AUXILIARY TO THE CATHOLIC CHILDREN'S AID SOCIETY

Mrs. S. Sullivan — President  
Mrs. H. Beattie — Vice-President  
Mrs. L. Joblonski — Treasurer  
Mrs. J. Marcotte — Secretary  
Mrs. M. Louch — Past-President

## FOSTER PARENT EXECUTIVE

Mr. V. Micallef — President  
Mr. D. Sendeki — Vice-President  
Mr. A. McGivern — Vice-President  
Mrs. C. Wadden — Treasurer  
Mrs. M. Cerasoli — Secretary  
Mrs. R. Mooney — Past-President

\* Resigned      + Term ended March 1984



# THE CATHOLIC CHILDREN'S AID SOCIETY OF HAMILTON-WENTWORTH

## Statement of Revenue, Expenditures and Budget Surplus Year ended December 31, 1984

	<u>1984</u>	<u>1983</u>
<b>Revenue</b>		
Grants		
Province of Ontario	\$2,357,358	\$2,168,588
Regional Municipality of Hamilton-Wentworth	570,741	522,617
Family allowance	72,791	67,546
Other Children's Aid Societies — maintenance	11,167	6,238
— supervision	14,119	4,529
Maintenance from parents	2,558	3,845
Alternative to Care Grant (Note 5)	49,201	47,094
Memberships	1,660	366
Donations	10,000	3,199
Interest earned	17,799	22,110
Private adoptions	1,060	445
Miscellaneous income	255	1,107
	<u>3,108,709</u>	<u>2,847,684</u>
 <b>Expenditures</b>		
Staff salaries	1,219,424	1,170,182
Other salaries	195,634	172,933
Employee benefits	189,582	182,332
Building occupancy	93,965	91,689
Administrative expenses	99,838	74,381
Promotion and publicity	24,154	16,954
Professional services	23,568	21,858
Travel expenses	83,748	68,246
Staff training	23,245	16,163
Board rate payments (Note 5)	527,019	501,808
Group home payments	81,213	70,507
Emergency receiving payments	78,454	53,458
Outside institutions	255,763	205,711
Clients personal needs	109,844	88,328
Prevention services	30,047	16,706
Capital and non-recurring expenditures (Note 1)	150,367	58,781
Miscellaneous expenses	13,122	12,221
	<u>3,198,987</u>	<u>2,822,258</u>
 <b>NET REVENUE (EXPENDITURES)</b>	 (90,278)	 25,426
Budget surplus, beginning of year	77,671	52,245
Budget surplus (deficit), end of year	<u>\$ (12,607)</u>	<u>\$ 77,671</u>

• A copy of the full audited statement is available on request.

# THE CATHOLIC CHILDREN'S AID SOCIETY OF HAMILTON-WENTWORTH

## Balance Sheet December 31, 1984

### ASSETS

	<u>1984</u>	<u>1983</u>
Current		
Cash	\$146,610	\$394,648
Receivables	212,034	31,592
Prepaid expenses	29,211	18,501
	<hr/> 387,855	<hr/> 444,741
Children's Trust Funds (Note 2)	335	325
Specified Funds (Note 3)	21,179	16,535
	<hr/> <u>\$409,369</u>	<hr/> <u>\$461,601</u>

### LIABILITIES

Current		
Bank demand loan	\$ 50,000	\$
Payables and accruals	163,626	188,082
Deferred revenue	186,836	178,988
	<hr/> 400,462	<hr/> 367,070
Children's Trust Funds (Note 2)	335	325
Specified Funds (Note 3)	21,179	16,535
	<hr/> 421,976	<hr/> 383,930

### BUDGET SURPLUS

Budget surplus (deficit)	(12,607)	77,671
	<hr/> <u>\$409,369</u>	<hr/> <u>\$461,601</u>

## Statistical Report

	1983	1984		1983	1984
<b>Family Services</b>			<b>Unmarried Parents' Services</b>		
Cases carried forward from previous year	243	282	Carried forward from previous year	40	27
New and re-opened cases	641	630	New cases	55	60
Total open cases	884	912	Total cases open during the year	95	87
Cases closed	602	611	Cases closed	68	61
Carried forward to next year	282	301	Cases carried forward to next year	27	26
Brief services	1,468	1,629			
Children served in their own home	1,907	1,961	<b>Adoption</b>		
<b>Children's Services</b>			Applications received	142	78
Children receiving substitute care			Homes approved	49	24
at end of previous year	171	176	Children placed	34	30
Children admitted to care during year	198	170	Adoption orders obtained	49	29
Total number of children who received			Brief services and enquiries	370	281
substitute care during the year	369	346	<b>Foster Care</b>		
Discharged from care during the year	193	173	Foster homes open at beginning of year	112	133
Children receiving substitute care			Applications to foster	32	13
at the end of the year	176	173	Applications approved	39	7
			Foster homes closed	18	27
			Foster homes available		
			or in use at end of year	133	113
			Brief services and enquiries	126	91
			Staff	57	61



# THE CATHOLIC CHILDREN'S AID SOCIETY OF HAMILTON-WENTWORTH

## Organizational Chart

BOARD OF DIRECTORS

EXECUTIVE DIRECTOR  
(Mark A. Ewer)

EXECUTIVE SECRETARIES  
(A. Forbes) (C. Brennan)

CO-ORDINATOR OF SERVICES  
(Vacancy)

LEGAL SERVICES	INTAKE SERVICES UNIT	ENRICHMENT RESOURCES UNIT	ADOPTION YOUNG PARENT PLAY THERAPY UNIT	GENERAL SERVICES UNIT I	GENERAL SERVICES UNIT II
A. GENEUX	A. KOSTER	E. ZABORSKY	B. KEMP	G. SMITH	R. LIGHT
Lawyer Court Worker (M. Peckham) Legal Secretary (M. Martel)	1 Supervisor 3 General Intake Workers (L. Winger) (B. Hrysko) (C. Takayesu) 3 Abuse Intake Workers (R. Hasick) (S. Day) (J. Archbell) 1 Clerical Intake Worker (D. Jones) 1 General Clerical (M. Whinton)	1 Supervisor 4 Placement Resources Workers (D. Crouch) (I. Linkletter) (E. vanWoudenberg) (P. McInnes) 2 Family Enrichment Workers (H. Peter) (D. Rolfe) 1 Clerical Intake Worker (L. Vanasse)	1 Supervisor 3 Adoption Workers (S. Caughran) (S. Chapman) (M. Woods) 1 Play Therapist (A. Levitt) 2 Unmarried Parent Workers (E. Garland) (P. Forbes) 1 Clerical Intake Worker (C. George)	1 Supervisor 3 Family Service Workers (O. Furda) (N. Ezergailis) (S. Light) 4 Children's Services Workers (C. Marini) (J. Rogers) (C. Belmore) (M. Peckham) Contract Worker (M. Guest) 1 Clerical (P. Archer)	1 Supervisor 4 Family Services Workers (R. Wong) (J. Soede) (J. Esposto) (T. Pitt) 3 Children's Services Workers (M. Hauser) (V. Veerman) (D. Baulch) Contract Workers (C. Hazell) (G. Naylor) 1 Clerical Worker (L. Walsh)

BUSINESS ADMINISTRATION

VOLUNTEER & COMMUNITY RELATIONS

M. LYNN

S. JOHNSON

Sr. Accountant & Office Manager  
(S. Jones)  
Accountant  
(D. Bedini-Keleher)  
Accounting Clerk  
(K. Bishop)  
Receptionist  
(A. Persaud)  
Accounting Clerk  
(L. Bury)  
Microfilming  
(N. Hickey)  
Records  
(G. Salvucci)

1 Supervisor  
1 Recreation Worker  
(C. Martini)  
1 Secretary  
(C. Jarvis)  
140 Volunteers

December 31, 1984

499 King Street East, Hamilton, Ontario L8N 1E1 (416) 525-2012

*The Catholic Children's Aid Society of Hamilton-Wentworth*



URBAN/MUNICIPAL

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1985



# 1985 Annual Report

January 1, 1985 -  
December 31, 1985

The Catholic Children's Aid Society  
of Hamilton-Wentworth

499 King Street East  
Hamilton, Ontario  
L8N 1E1  
(416) 525-2012

DOCUMENTS



## Our Mission

The Catholic Children's Aid Society of Hamilton-Wentworth was founded over 30 years ago for the purpose of providing high quality Child Welfare service to the Catholic Community. Our goal is to play a significant role as a part of a caring Community in protecting children and supporting family life.

## Some highlights were . . .

- Our volunteers excelled once again, contributing over 7,652 hours of service and driving almost 50,000 miles.
- A joint Liaison Committee formed by members of the agency and the Hamilton-Wentworth Roman Catholic Separate School Board developed "Working Together," a manual aimed at ensuring a good working relationship between the two organizations.
- Nine students in social work or social service programmes at McMaster University and Mohawk College experienced field placements at the agency during 1985.
- 39,000 days of regular or specialized foster care were provided by 125 foster homes available for use during the year.
- An all day workshop for Board and staff members was held on October 28, 1985 to review progress in meeting agency objectives and to plan for the coming year.
- During a Unified Family Court Hearing, evidence presented by this agency through the use of a video taped interview was accepted by the Court for the first time.
- Funding was received from the Ministry of Community & Social Services for a special service emphasizing independent living called "Preparation for Independence."
- For the first time, Youth Delegates were invited to the Ontario Association for Children's Aid Societies Conference and two former Crown Wards represented this agency.
- A counselling outreach programme was established at the invitation of Cathedral Girls' High School.



- Staff and Board members participated in an all day workshop entitled "Understanding the Catholic in C.C.A.S. – An Exploration of our Catholic Identity."
- A comprehensive review completed by an independent study team resulted in a number of recommendations that will ensure a progressive, high quality foster care system.
- In February 1985, a protocol aimed at ensuring a co-ordinated response to child abuse was signed by representatives of the Crown Attorney's office, the Hamilton-Wentworth Regional Police and the two Children's Aid Societies.
- As a part of a province-wide initiative in the area of child abuse, a special grant was received from the Ministry of Community & Social Services to increase staffing.
- New group programmes initiated during the year include:

A Post Adoption Support Program sponsored by the Catholic Children's Aid Society of Hamilton-Wentworth, Children's Aid Society of Hamilton-



Wentworth, and the Halton Children's Aid Society

'Preventing Abuse in Foster Care' – for foster parents

An education and support group for Special Friend Volunteers

A Young Parent Mom's Group at St. Martin's Manor utilizing Catholic Children's Aid Society volunteers.

## Trends we are experiencing:

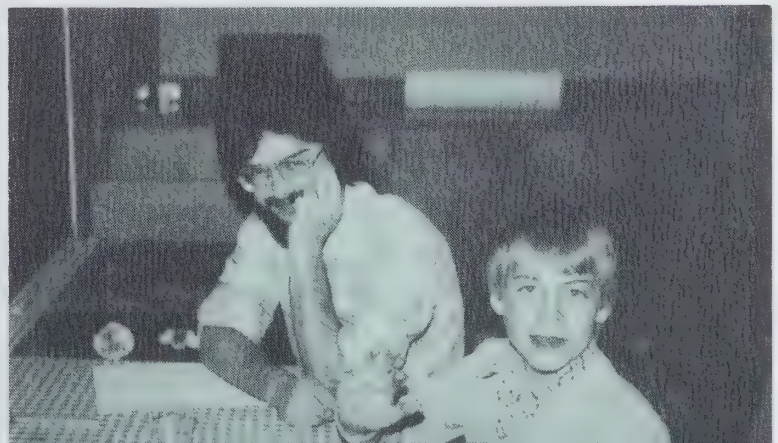
- Admissions to foster care in the 1-4 year old age group are up 14.2% over 1984.
- Admissions to foster care in the 13-16 year age group have been decreasing over the past two years and are down 17.5% over 1984.
- The number of children in care at year end increased 9% over last year.
- A large number of latency age or pre adolescent children have come to the agency's attention because of seriously disturbed behaviour.

- Our emphasis on prevention services is resulting in families approaching us when they are experiencing the initial stages of stress or family breakdown. This provides a better possibility for successful resolution.
- The Agency's involvement in treating sexual abuse victims exceeds the requirements of the Child and Family Services Act. We provide counselling services to victims and their families even when the offender is not part of the family but from the community at large.
- There has been increased use of video equipment as an investigative and therapeutic tool in sexual abuse investigations, resulting in more effective work with children and families.

## The Child & Family Services Act is proclaimed on November 1, 1985

The new Child & Family Services Act is one of the most significant pieces of social policy legislation passed in recent years. The Act encompasses services to children previously governed by many separate acts and consolidates them under a single piece of legislation.

The Act attempts to present on cohesive policy for services to children and families funded by the Provincial Ministry of Community and Social Services. This is annunciated through a series of principles designed to guide decision-makers working with children and families.







The Act states unequivocally that the well-being, best interest and protection of children must take precedence over any other considerations. But it also recognizes the essential nature of the family and the need for services to be supportive and where possible, provided on the basis of mutual consent.

The Act reinforces the philosophy that community living is preferable to institutional living or open facilities to locked ones, through guidelines that direct Courts and service providers to seek the least restrictive or drastic alternative when intervention is necessary.

Other issues addressed in the legislation include access to and confidentiality of records; use of extraordinary measures such as secure treatment and secure isolation or intrusive procedures; the rights, special heritage and culture of Canada's Indians and native peoples; and review of residential placements, particularly in institutions.

The Act emphasizes the need for services to respect the cultural and religious heritage of children. This is of particular importance as it is consistent with the goals of sectarian agencies such as The Catholic Children's Aid Society of

Hamilton-Wentworth, which was founded in 1954 for just such a purpose.

Ontario's sectarian Children's Aid Societies (there are three Catholic and one Jewish agency) ensure that a child's religious heritage is maintained through the use of foster and adoptive families whose family life supports this goal. In rare situations this may not be possible where children have very special needs requiring specific placements.

As of late, there has been a somewhat unusual challenge to this practice of giving preference to Catholic foster and adoptive parents. Arguments have been made based on rights established or protected under the Ontario Human Rights Code and the Federal Charter of Rights and Freedoms.

It would seem unbelievable that a Province that legislates the operation of sectarian agencies such as ours could allow them to be restricted in carrying out such a mandate. This would also appear to represent a conflict between the rights of children on the one hand, and adults on the other and the Child & Family Services Act does make it clear that decisions are to be made in the best interests of children.

Some will complain that this new Act legislates what many have always considered to be "Good Social Work Practice." In order to implement many provisions of the Act, more documentation in the form of policies, procedures, reports and Court papers will be required. The resulting loss of staff time and other costs have not yet been recognized through extra funding initiatives and it is highly unlikely that any efficiencies will be generated to offset this additional burden. This agency will be doing its best to identify such costs for inclusion in its funding requests.

With all such changes can come significant opportunities. The Act was developed with the interests of children and families in mind and The Catholic Children's Aid Society of Hamilton-Wentworth will make the best possible use of this new mandate to carry out its responsibilities to the community.

*\*The pictures in this report are not of clients of the agency but are intended to depict the children and families that we serve.*

# Agency Services

Like all Children’s Aid Societies, we provide a number of services designed to meet the needs of those we serve.

**Intake Services** provides information, protection and counselling services of a short-term nature.

Requests received .....	2,300
Child Abuse Investigations .....	112
Cases opened .....	584
Non-abuse cases opened .....	469

**General Services** provides support and longer-term counselling and protection services as well as supervision of children in agency care.

Families served .....	321
Children in care served .....	354

**Enrichment/Resources Services** provides individualized family support, foster home and foster group care, receiving and assessment services, foster parent training and a liaison function to all resources utilized by children in care.

Admissions to care .....	181
Foster homes served .....	125
Enquiries, brief services and applications .....	82
Alternate Care Program:	
Children .....	8
Families served .....	11
Enrichment cases opened:	
Families .....	31
Children .....	72

**Young Parent Services** provides information, counselling and planning for the children of unmarried parents.

Cases served .....	71
Children retained by mother .....	13
Children admitted to care .....	13

**Adoption Services** provides information, counselling, adoption placements, training and support services.

Children on probation .....	44
Adoptions completed .....	17
Enquiries, brief services and applications .....	500

**Volunteer and Community Relations Services** provides recruitment, screening and development of volunteer programmes, the Recreation and Life Skills programme and Public Relations initiatives.

Approved Volunteers .....	140
Hours of service provided .....	7,652
Miles driven .....	49,908
Recreation/Life Skills participants .....	152
Summer campers .....	112

## How the Dollar was spent (January 1st - December 31, 1985)

**Operating Expenses:**

Salaries and Benefits .....	\$ .49
Residential Costs .....	.33
Administration .....	.10
Capital and Non-recurring costs .....	.02
Client Assistance .....	.03
Other Expenses .....	.03
	<u>\$1.00</u>

**Revenue:**

Ministry of Community and Social Services .....	\$ .76
Regional Municipality of Hamilton-Wentworth .....	.18
Family Allowances .....	.02
Alternate Care Grant .....	.02
Other Revenue .....	.02
	<u>\$1.00</u>

Operating expenses totalled \$3,488,903.00

Operating revenue totalled \$3,107,913.00



## The President's and Executive Director's Report

The year 1985 was one of great activity and change. Our statistics show that the number of children in care at year-end was 9% higher than that for the previous year. Similarly the number of families served where children remained in their own homes was up almost 12%. As you can imagine, such increased workload has a significant impact not only on our staff resources but also on our financial resources.

In January of 1985, the Society received an increased financial allocation in order to deal with the previous year's high level of expenditures. These increased costs continued throughout 1985, representing, in our eyes, an ongoing financial need which must be addressed through additional base funding. Late in 1985, the Ministry of Community & Social Services initiated an Exceptional Circumstances Review at the Society's request in order to establish the full extent of our financial needs and to examine options available to the Society and the Ministry to deal with them.

The results of the Exceptional Circumstances Review will be available early in 1986. Although the Society's financial status is somewhat uncertain at the writing of this report, we wish to express our sincere appreciation to the Ministry of Community & Social Services of the Province of Ontario and to the Regional Municipality of Hamilton-Wentworth for the unfailing moral and financial support that they have shown us. There is a great deal of contact between the representatives of these organizations and we fully expect that the good relationships developed to date will help us over difficult times in the future.

During 1985, the Ministry of Community & Social Services did assist us with the completion of an independent review of our foster care system. The review team chaired by John van Vliet, Programme Supervisor, conscientiously analyzed this important area of our work and produced a document which will be of great assistance in ensuring that a high level of service continues to be provided in this area. As well, the report deals with the issue of compliance with the newly implemented Foster Care Standards. This will assist the Society in its efforts to implement the new Child & Family Services Act and its regulations.

On November 1, 1985, the new Child & Family Services Act was proclaimed in Ontario. This legislation replaces the Child Welfare Act and like its predecessor, provides the mandate for the operation of Children's Aid Societies in Ontario. Further information about the Act is contained elsewhere in this report, but we would like to point out that although this legislation introduces new complexities to the work of the Society, it also provides further opportunities for expanding the mandate of The Catholic Children's Aid Society of Hamilton-Wentworth. We look forward to the new opportunities that this will offer to us and the clients served by the Society.

At the Annual Meeting scheduled for March 20, 1986, we will be saying good-bye to a number of Board members who have made an outstanding contribution. Together, Marjorie Farrell, Maureen Louch, Norma Walsh, Ellard McBane and Desmond Brennan have served a total of twenty-two years on the Board. Having steered the Board through some major issues during this period, the Society owes them a great debt of thanks. Hopefully they leave us, secure with the feeling that the Society is stronger and richer for their contribution.

During 1985, the Society has received a great deal of publicity concerning its work. On August 17, 1985, a feature article in the Hamilton Spectator entitled "Children in the Cauldron" chronicled the very complex and sensitive family situations that come to the attention of our Intake Unit. There are many other similar stories to be told as you closely examine other areas of the Society's work.

What often fails to be acknowledged is the fact that the Society's work is dependent on the skillful and co-ordinated efforts of a large number of individuals. It is the personal interest and abilities of staff members, volunteers, foster parents and adoptive parents that put a human face on what could otherwise be seen as a large impersonal organization.

We often take for granted the considerable efforts of these individuals and fail to recognize how difficult the Child Welfare business really is. It is an area full of human tragedy which we try to balance with hope and optimism. We see aspects of a world of violence which can have an affect on our emotional and sometimes physical health. The system we work in is complex, demanding and of course, stressful.

To all those associated with the Society who strive to carry out this important mandate, we thank you wholeheartedly and encourage you in your efforts to show the community that this is a committed, caring organization. We are what we are because of you!

**John C. Miller**  
President



**Mark A. Ewer**  
Executive Director



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1982

# The Catholic Children's Aid Society

of Hamilton-Wentworth



## STRENGTHENING FAMILIES

## Annual Report 1982

### URBAN/MUNICIPAL

#### THE PRESIDENT'S REPORT

While many parishes and parishioners in the Hamilton-Wentworth area were experiencing a Renewal in 1982, your Children's Aid Society was also in the process of rejuvenation, a process which I hope will continue in 1983.

Over the past few years it was becoming obvious to staff, clients, and your Board that the facilities at the Main Street location were no longer adequate. Quite simply, we had outgrown the building. After exploring a number of alternatives including renovating the existing building, a decision was made by your Board to relocate to St. John's at the corner of Main and Emerald Streets. This move was completed in late November, 1982. The day-to-day operation of your Society did not "skip a beat" throughout the moving process and the credit for this smooth transition must be given to management and staff who intelligently planned for, and willingly and enthusiastically undertook the task of moving. The new premises are functional, as well as being bright and attractive. They contain tastefully appointed conference rooms and your Board can now meet without displacing the staff from their lunchroom. The new quarters were blessed by Bishop Paul F. Reding at our Open House in early January and members are most welcome to visit the Society offices at their convenience.

1982 also saw the completion of the Operational Review of the Society by the Ministry of Community and Social Services. The final report considered all aspects of the Society's operation and made a number of recommendations as to how we might better use our abilities and resources to more effectively serve the families and children entrusted to our care. The review process has required Board and staff alike to examine their respective methods of operation and challenged them to make changes where appropriate. A Task Force Committee has been organized composed of staff, Board and Ministry personnel to review the report and make recommendations to your Board.

Meshing together as they have, the timing of the move and the Operational Review could not have been better in terms of a rejuvenation for your Society and a Renewed commitment to excellence in the care of our children.

As you know, we are funded by the Province of Ontario (approximately 80%) and the Regional Municipality of Hamilton-Wentworth (approximately 20%). Our relations at the Regional level continue to be excellent and I thank the Regional representatives on your behalf for their continued support and encouragement. Our relations with the Ministry of Community and Social Services have not been better during my term on your Board. Though differences still exist in funding policy there is a refreshing spirit of co-operation present and I truly hope that this will become the norm in our Provincial relations.

I wish to make special mention of the staff of our Society. 1982 in the Hamilton-Wentworth area was a period of acute recession, if indeed not depression. The pressures upon many of our Catholic families have been tremendous and one would have thought that admissions to care would have been very high. The contrary was the case. This was due in large part to the excellent programs in place in our Society and the skill of staff in dealing with their clients. Georgina Gibbons and her staff of competent, caring and committed professionals are to be complimented for a job well done. No one knows what 1983 will bring. Forecasting in such turbulent times has become little more than educated guesswork. However, with the help of God, the support of our members and the continued excellent work of our staff, I am confident that children in need in our jurisdiction will receive prompt and loving care. We could not ask for more.

John M. Dean

#### REPORT OF THE EXECUTIVE DIRECTOR

Your President has mentioned the revitalization within the Agency coming about because of the move and the Operational Review. For all of us who work in the Agency, 1982 has been a very challenging year, but one that has left us all tired but full of enthusiasm for the future. One of the most important events that occurred within the year, was the establishment of the Mission Statement to give direction to the Society. This Mission Statement reflects the philosophy within the Agency of involving all of those who work within the Agency, whether it be at worker, supervisor, management or Board level, having input into a Statement which expresses our purpose. This new total involvement of all levels of the Society, is a change in direction and one which is most welcomed by me and by most people within the organization. This renewed sense of team-work foretells good things to come in the future.

#### Service Model

Last year we reported that we had a new Service Model which began in October of 1981. We have celebrated the first anniversary of the new Service Model and an informal evaluation at the end of one year recommends that this is a better method of service and provides for a closer liaison between Children's Services and Family Services workers. At the same time it does require considerable co-ordination of efforts by the various units and the Supervisors are to be complimented on their ability to make this model work so effectively in providing excellent service to our clients.

#### Financial Management

Last year I reported on the implementation of a computer within the Society, and the beginning of the handling of statistical data by the computer. 1982 saw the implementation of the financial management by computer services, under the very capable direction of Mr. Murray Lynn. In 1983, we will be examining what other data would assist us in our forecasting of service trends and service modalities for the future. The computer has allowed us to have much better financial and statistical control of our services. In this time of financial restraint, it is important that we be able to have information available quickly so that both service and administrative decisions can be made with full information.

#### Operational Review

The Operational Review was completed in the Society in the Spring of 1982 with the final report

reaching the Society in August of last year. The Society's Service Programmes were complimented highly, particularly, in the area of legal services and volunteer services. The Operational Review, helped the Society look at areas where they might improve their services, and to this end, a Task Force has been established, with representatives of three bodies: Board, Staff and the Ministry Area Office. The Operational Review was and continues to be a helpful document to the Society as it examines its management, finance and programmes. The Task Force very early identified the need to improve management and planning skills. A policy on management has been developed in a document entitled "MANAGEMENT OF THE CATHOLIC CHILDREN'S AID SOCIETY OF HAMILTON-WENTWORTH, A STATEMENT OF PRINCIPLES AND SPECIFIC RULES AND RESPONSIBILITIES". This document clearly outlines the responsibilities of Board and Administration. Further documents will need to follow outlining those delegated responsibilities to the other levels of staff. However, the overall principal of how the Society will operate is set out in the present paper. Together with the Mission Statement, it gives direction to the future.

The second area which the Operational Review has identified is the need for improved Management Training in the Society. In the past, emphasis was not placed on Management Training and available dollars were spent on training at the service level or in meeting service needs. The Board of Directors deserve a vote of thanks for instituting a Management Training Seminar with all of the management team in November 1982, which focused on management performance resulting from an inventory taken of the management performance of the administrative and supervisory staff. As a follow-up of this training, the Board has authorized further training to take place in 1983 in the area of human relations development.

As a direct result of the management training, it is evident there is improved morale within the Agency and improved working relationships at all levels of the Society. It is hoped that these trends will continue, so that working together, we can provide the best possible service for the clients of this Society.

#### Children's Services Trends

Over the last several years the number of children in care in this Society, has declined so that we end December with fewer children in care than at the beginning of the year. As we approached 1982 and an economical situation in Hamilton-Wentworth, which reflected a great deal of uncertainty we wondered would this trend continue? In fact, 1982 saw a faster decline in children in care than in previous years. The number of children admitted to care during the year showed a 31.9% drop from the number admitted in 1981. At the same time we noticed there was a continuous high trend in the number of children discharged from care. The net result was that the Society ended the year with some 23 fewer children in care than at the end of December 1981.

The children who were admitted to care, however, showed a very high proportion of adolescents who were experiencing severe behavioural disturbances which require very special services. How did the Society respond to these needs? Generally, we had more children remain in foster care than in other specialized facilities. By the end of 1982 we showed a sharp reduction in children placed in outside paid institutions or those specialized facilities outside the community. The majority of children were maintained within our foster care



situation but with a higher proportion of children being placed in special foster care. These children were maintained there by the use of a number of support groups and specialized programmes being developed by the Placement Resources Department under the able supervision of Mrs. Elske Zaborsky. In addition, the Receiving Assessment Home Programme referred to in our 1981 Report commenced, so that we were able to place some children in specialized foster care on admission. This has allowed us time to begin to make appropriate plans for children admitted to care. The Foster Home Recruitment Programme was improved during 1982 and Mr. Pat McInnes and the foster parents who co-operated must be congratulated on the Parish Recruitment Programme which continues in operation on a weekly basis. The Society looks to improve its Group Home Programme in 1983 so that even more children will be able to be maintained within our own network of services and within this community.

Adoption Services continued with greater emphasis on the placement of older children. One additional staff person was assigned to Adoption Services which allowed more services to be provided to those children needing special care. For example, one family of three children were able to be placed in one adoptive family. The Society also used adoption subsidies to place some of our older and hard-to-place children.

To help the adoptive parent meet the changing needs of adopted children, the Society established an Adoption Education Programme for those applicants waiting to have a homestudy commenced. The enthusiastic response of those who participated in the programme, is reflected in the adoption portion of this report.

#### Family Services Trend

The number of requests for service coming to the Agency almost doubled during 1982 from the previous year. Many of the situations were handled at the Brief Service level, by providing appropriate crisis intervention and referral to another service. The Society noted some dramatic increase in the Child Abuse statistics, particularly, in the numbers of sexual abuse situations being reported to the Society. To deal with these situations, it requires a high degree of skill and knowledge and we are fortunate in having very able, compassionate staff in our Intake Services. The number of families served by the ongoing service units, tended to level off in 1982, so that staff were able to spend more time in in-depth service to families. This support allowed more children to remain at home and did provide for improved support services to families dealing with extremely difficult children.

The Summer Camp Programme sponsored by donations to the Agency continued at a high level during 1982, and this year we sent more children from their own homes to camp than in previous years. Our thanks are due to the citizens from this area, who have continually supported this programme helping to provide a break for both child and family during the summer. During the summer, the Society also operated a Recreation Programme to assist children who remained in the community by operating a variety of sports, cultural and other activities.

Through our Volunteer Services, a number of other support programmes are operated and they are elaborated on later in this report. I would like to mention a programme which was developed as an educational programme, aimed at assisting parents of adolescents in dealing with their children. This educational course was developed by one of our volunteers, Mrs. Katherine Martino.

#### Community Relations

As one of the larger Agencies in the Hamilton-Wentworth area, the Society has a number of responsibilities in working with a variety of community groups. In an effort to co-ordinate our relationships with our fellow Agencies in providing improved service to clients, the Society developed a liaison worker's position. To date, Ms. Mardi Packham, has done an outstanding job in this role. At the end of 1982, the Society's Board of Directors approved the appointment of a Public Relations position, again with the emphasis on improving our image within the Community. If we are to reach our objective of speaking out as a truly Christian Agency and presenting a Catholic position to the Community, we need to have an improved information service. To this end the Society plans

in 1983 to spend more time in meeting with fellow community organizations to see how we might better co-ordinate our efforts on behalf of the Catholic people in Hamilton-Wentworth.



#### The Future

1983 will be, indeed, a challenging year for this Society and in the years ahead we will need to examine closely those services that we provide to children and families in light of the changing environment and economy.

1. The Society will need to document and improve its own training material for staff so that policy and procedure manuals outline responsibilities of each member of the staff so that they can be supported in their role in this period of uncertainty.
2. The Young Offenders Act as it comes into operation will require new responses from the Society. New and innovative approaches will be needed should and when the Children's Act becomes legislation.
3. We need to look at the economic climate we live in and the recognition that in the future, fewer dollars will be available for Child Welfare. We will have to look at stretching each dollar so that we receive the optimum usage of the funds made available.
4. We need to examine how we function best with the other Service Agencies in this Community so that we might mesh together our services in ways that we can share responsibilities for families, again with the focus of the best possible service, but secondly with the focus of making economic savings where possible. Examples might well be the implementation of joint training programmes, selling computer services to other organizations where possible, sharing specialized programmes where possible with other organizations and the implementation of shared Public Relations Programmes.

In conclusion, I want to express my thanks to all of the staff and to those people within the Community who have given so much of themselves on behalf of our children and our families. To me, it has been an honour to be the leader of such a fine, dedicated group, a staff of whom I am very proud. They have led the way and given unceasingly of their time and effort, far beyond normal expectation in their concern in caring for families and children. My thanks are also expressed to the tremendous people in the Community, who are always prepared to help us whether they be a volunteer, a foster parent, a member of the Auxiliary or a person on the staff of another service organization. I would like to express my thanks to His Excellency Bishop Reding, Bishop of Hamilton, Mrs. Anne Jones, Chairman of the Regional Municipality and the Regional Council for their support, their help and their encouragement during 1982.

I usually close by expressing my thanks to that wonderful group of volunteers who serve as Board members of this Society. Indeed, 1982 was a crucial year with higher expectations placed on Board members and on their time, than ever before. They have responded in their usual wonderful way and I particularly would like to thank the President, Mr. John Dean, who in his usual quiet but effective and dedicated way, has shown leadership for all of us.

As he continues his term of office, I am sure many exciting things will happen within this Agency.

Georgina J. Gibbons

#### INTAKE AND CHILD ABUSE SERVICES

##### Intake Unit

The Intake Unit (pursuant to the Child Welfare Act, Ministry standards and guidelines and Society policies) has responsibility for investigating and assessing situations where children are alleged to be abused or neglected, or where there are significant difficulties in families affecting the care of children.

In many situations it is the family itself requesting assistance. As well, the Unit deals with referrals from the general public, schools, police, the medical profession, courts, probation and from other social agencies.

The present staffing of the Unit consists of a supervisor, five front line social workers, and a telephone screening worker. Three social workers are assigned to child abuse investigations, and two social workers are assigned full time to general intake.

##### Service Role Rationale

For those families whose contact with the Society terminates at Intake because no further action is needed or because of referral to another source of service, the actions and attitudes of Intake workers are strong factors in establishing community impressions of the Society's responsiveness. For those families that go on to further service with the Society, the quality of decisions at this point of contact clearly has a most crucial influence on the subsequent course of service. The workers' role is a dual one of diagnosing, assessing, and planning for both the child/ren's and parent needs. This calls for a generic social work background, special expertise in communication, problem-solving skills, and a broad working knowledge of internal/external services, and keen judgement as to when and how to facilitate and utilize these resources.

It should not go without comment, that given the powerful authoritative role this Agency represents within the community, we serve a clientele who frequently do not consent to, nor are willing to accept our intervention, and hence view us essentially as a punitive resource. Thus, initially, most clients are in a state of crisis and demonstrate a high level of anxiety ranging from apathetic withdrawal to hostile, violent behaviours — in either case a form of resistance that requires a highly focused use of professional self and an ability to withstand such related stress.

The Intake Unit operates according to the stated philosophy of the Society which is that the family unit is essential for the healthy development of children. In this regard, it is the first goal of the Unit to strengthen family functioning whenever possible, and to remove children only as a last alternative.

#### OVERVIEW OF 1982

##### Statistical Data

In 1982, the Unit again documented a significant increase in the number of referrals dealt with. Indeed, this continues a trend noted in 1981 when total referrals were compared with those of 1980. The following scale graphically demonstrates these increases:

	1980	1981	1982
TOTAL REFERRALS	1258	1587	2146

Monthly numbers have been increasing steadily since September, 1981, averaging 184 referrals per month. Out of the 2,146 referrals dealt with in 1982, 170 Child Abuse Cases and 348 General Cases were opened for ongoing investigation, assessment and service.

##### Demographic Data

Generally speaking, the increased referrals reflect a greater number of:

- battered women
- families with basic need difficulties, i.e., economic
- sexually molested children
- children in conflict with the law
- parent/child conflict — many custody issues
- adolescent adoption breakdown.

##### Impact of Data on Service

In keeping with our focus on strengthening families, the Unit staff have responded to this



clientele on an intensive, short term basis resulting in either the closing of cases after brief service and/or referring on to more appropriate resources within our Agency or the community for ongoing assistance.

The worker assumes an advocacy role in many situations, for example, battered women, poverty stricken families who approach our Agency in desperation because they cannot pay the rent or food for their family. Again, assistance is given, sometimes temporary, sometimes long term, depending upon the family's particular situation. The sexually molested children are without a doubt the most demanding cases for our Agency in terms of human and physical resources. While the physically assaulted and neglected child requires no less careful consideration and monitoring, the child who has been sexually interfered with presents a unique challenge in terms of assessment and treatment.

There exists a wide gap of services for these children and families that demands now, and in the future, the creation of innovative alternatives, i.e., staff development training for both workers and foster parents, a community-based family treatment centre, etc. There are major problems of a conceptual, moral, ethical and legal nature to be overcome in this area by society at large in the years ahead.

Time and space does not permit lengthy explanation of all the resources utilized to strengthen our families in need. However, due to the vast number of families seeking assistance, our Unit has effectively promoted and referred people on to self-help groups such as the Tough Love.

Follow up with these families has been maintained to evaluate the usefulness of this group and the reports are most encouraging in terms of families coping successfully with their adolescents. In conclusion, as the new supervisor of this Unit, I feel a strong sense of pride in the dedication and commitment of the workers who give so much of themselves to assist those families in need.

Thelma McGillivray



#### GENERAL SERVICES UNITS

The Society operates 2 general services units which provide comprehensive services to families and children in care.

Each unit is composed of one supervisor, three Children's Services workers and four Family Services workers.

The goals and services provided by these Units are as follows:

#### FAMILY SERVICES WORKERS

Further to the Child Welfare Act, Section (6), introduction and established Board Policy.

##### I. Goals

- 1) To protect children who remain within their families.
- 2) To prevent situations which may give rise to children becoming in need of protection, by enhancing family functioning.
- 3) In situations where children have been temporarily removed from their families, to work with these families in order that children may be safely returned.

##### II. Services Provided

- 1) provision of support/information-sharing/advocacy to enable clients to maximize their utilization of community resources.
- 2) provision of individual and family counselling on a non-residential basis, where protection issues exist, to resolve these social/

emotional difficulties and to prevent further re-occurrence of issues which may result in children becoming in need of protection.

- 3) provision of monitoring all protective services in order to maintain a legally acceptable level of parenting and child care situations where clients do not lend themselves to the type of services as detailed in 2) above.
- 4) removal of children from situations where serious protection issues exist, and the presentation of such matters before the Court to ensure the safety and well-being of the child.
- 5) to assist families/children in resolving the above mentioned protection issues to ensure the safe return of the child to his/her family when feasible, or to take appropriate mandated steps to ensure an alternative stable permanent placement environment for the child.

#### CHILDREN'S SERVICES WORKERS

Further to the Child Welfare Act, and established board policy.

##### I. Goals

- 1) Facilitate the provision of the most positive substitute environment for every child admitted to the Society's care.
- 2) To ensure each child's physical, emotional, mental and spiritual development.
- 3) In situations where children are temporarily removed from their families, to work in a planned fashion to facilitate the successful return of the child to his/her home.
- 4) In situations where children have been permanently removed from their families, to:
  - a) attempt to plan for and facilitate a suitable adoptive placement for the child, or
  - b) to facilitate a permanent placement where the child may have his/her needs met.

##### II. Services Provided

- 1) The Children's Services worker evaluates the emotional, spiritual, medical and educational needs for each child in care assigned as his/her responsibility.
- 2) Maintain regular contact with the placement facility (i.e. foster home, group home, outside institution, school, professional, all medical professionals involved, any professionals associated with the involved community resources, as well as liaisoning with internal resources such as Family Services worker, Play Therapist, Psychometrist or Adoption workers.
- 3) Responsible for collating all information received by the Society for the individual child and maintaining accurate and current records as required by the Society's policy and the Child Welfare Act.
- 4) When required, to assist in preparation of Court documents, interpreting Court procedures to child and accompanying child to Court.
- 5) To facilitate the child's adjustment in care, by maintaining good working relationship with foster parent, or other person(s) responsible for the child's daily care, to lend support and guidance in ensuring the child's well-being.

Interpretation of Agency policies regarding financial support, clothing policies, medical and dental care, recreation or special occasion funds, are a part of ongoing communication with the foster parenting person(s). As a result of continuing contact with the Family Services worker, the Children's Services worker establishes a plan of care for each individual child. Dependent on the nature of the plan, the Children's Services worker will:

- a) Prepare the child for a return to his natural family.
- b) Co-ordinate plans with Adoption Services for a child available for adoption. The goal is adoption placement for each child who can benefit from an adoptive family.
- c) Assist the adolescent in developing life skills in preparation for independent living.
- d) Support to a child and his foster family, for whom it is deemed in his or her best interests to remain in long term foster care.

- e) Support and interpretation for the child whose needs can be best met in an alternate care placement.

Generally, 1982 was seen as a year where the complexity of cases, and the multiplicity of needs of our clients increased dramatically. General Services Units responded to this challenge by providing increased intervention to families, as well as to those children in care. This intensive intervention paid off in terms of enhanced planning and outcomes for children in care.

With respect to our work with families, we were able to maintain many children in their homes in spite of increased difficulties arising from the state of the economy, and thus maintain the integrity of many families.

Gerald L. Smith  
Robert C. Light



#### ADOPTION, UNMARRIED PARENT AND PLAY THERAPY SERVICES.

The Adoption, Unmarried Parent and Play Therapy Services consist of 3 adoption workers who provide service to adoptive families and children being considered for adoption placement; 2 workers providing service to unmarried parents who are considering relinquishing their child for adoption, or who require supportive counselling in planning for the care of a child whom they wish to keep; and 1 play therapist who provides a specialized service, with a treatment focus to children in their own homes or in the care of the Society who are experiencing behavioural and/or emotional disorders.

Unique in their focus of service, each worker shares a common goal in that they endeavour to assist individuals with a view towards the ultimate strengthening of a family.

Adoption is perhaps one of our most unique and obvious expressions of strengthening families in that both couples and existing families who choose to adopt children, are setting out to build on and thus strengthen the existing family structure. As well, children who are placed in adoptive homes will hopefully be encouraged to strengthen their identity and sense of well being which, if enhanced, will eventually enlarge the capacity of the whole family of which they have become a part. Throughout 1982, many families and children opened their hearts and minds to the adoption experience. Of the 170 adoption enquiries received, approximately 75 couples registered with the Society for adoption. The Society placed 35 infants on adoption, as well as 15 Crown Wards, ranging in age from 1 to seven years.

A new dimension to our adoption service was the institution of adoption education groups for couples planning adoption. These groups evolved due to the persistence and dedication of staff who were committed to the need for a better system of preparing couples for adoption. These groups have flourished due to the commitment of experienced adoptive parents who are volunteering time and effort in assisting with leadership of the groups. The general consensus among participants of the groups is that their awareness of the adoption experience has increased and that they have developed greater understanding and appreciation of the birth parents' humanity and strength.

Service to unmarried parents, 70 of whom were served in 1982, continues to provide a challenge to staff in their efforts to help these parents through the crucial and emotionally difficult process of deciding what will be in their own and their



child's best interests. Helping unmarried parents to resolve the social and emotional problems related to their pregnancy enhances not only the young parent's future adjustment, but the future of the unborn child, as well.

The growth of an unborn child and the resulting demands placed on the unmarried parent often call forth a strength of spirit unique in its resolve and beauty.

Discovering strength in weakness is the challenge met daily in the play therapy service which provides a range of therapeutic services to families and children who are experiencing difficulties.

Approximately 30 children were involved in the play therapy program in 1982. The majority of these children remain with their families due in part to the supportive assistance of this service.

1982 has now passed, but the families that were both built and maintained in this period remain a hallmark of hard work and commitment on the part of all concerned.

Beatrice Kemp

#### PLACEMENT RESOURCES AND FAMILY ENRICHMENT UNIT.

1982 has been an exciting and challenging year for Placement Resources and the Family Enrichment Unit.

Although our number of children placed have been fewer, staff and foster parents alike have found the children requiring placement more difficult to service.

An added stress has been placed on our foster families with the addition of these difficult children. The recognition and provision of education and support is necessary if we wish to continue to provide caring Catholic homes for the children in our community.

Our foster families assist in recruitment through the parish program. Our improved use of media has doubled our fostering inquiries in 1982.

Placement Resources' focus was to strengthen our foster care system through:

- 1) mandatory orientation for new foster parents
- 2) increased education through the development of support groups
- 3) the completion of our fourth T.R.U.S.T. Program
- 4) a closer working relationship with our Foster Parent Association.

When children are in their own homes our two Family Enrichment staff provide an intensive home care service to families wishing assistance. In 1982 they initiated a "Community Awareness Program" — C.A.P. The purpose of C.A.P. is to increase our young mothers' knowledge of resources in the Hamilton Community. Their children can be cared for by our Afternoon Break program and workers take them to the resources in the community. This is a new program which began in October 1982. It has proven successful with Enrichment staff's clients. However, we have yet to assess if there is sufficient need in the agency to continue with this venture.

This new year will tell whether our staff's increased efforts have strengthened the families with whom they work. We hope this will enable the families to deal with the challenges they will encounter in 1983.

Elske Zaborsky

#### VOLUNTEER DEPARTMENT

This year saw the recognition of our established volunteer programs as a resource to staff, which not only enables our social workers to concentrate more on those tasks requiring their particular social work training, but brings the volunteer's own wide range of skills to enrich the help, we as an agency, can give. Our families, through volunteer support programs, see that the Society recognizes the job of parenting as a demanding one, particularly under stress, and that we are prepared to assist them in many ways to be effective and caring parents.

One of the best known and utilized support services is our volunteer drivers, who drove 39,790 miles this year. Thanks to successful recruiting among our own volunteers, we were able to expand our numbers in this valuable core of volunteers, which assisted us to get children to family visits, medical appointments, play therapy and adoption placement.

Our Tutoring Program expanded its focus from working exclusively with younger children with learning disabilities, to older children and adolescents, many of whom needed extra assistance. Our versatile resource persons, Donna Stack and Lorna Johnston, developed new training sessions for this need and we enlarged our number of volunteer tutors.

Our Recreation Program, thanks to a large number of student volunteers, grew in numbers, offering community and sports activities as well as teaching practical skills.

In addition, we have developed a Life Skills Program for teens who may be on their own by 16 years. We have received great community support in presenting such topics as job search, budgeting, inexpensive leisure activities, relationships, legal rights and responsibilities. While this age group is traditionally the hardest to involve, they enjoy this group and attend quite regularly.

Our 'Afternoon Break Programme' for Moms of young pre-schoolers is being offered at Holy Family School, with terrific co-operation from the principal and staff. We invited children from the area to attend, and twenty children spend Monday afternoons with a well organized Nursery School Program, under the excellent direction of Sondra Oford, which includes teams of volunteers to keep up with the hectic pace of this number of children. Our Toy Library had some exciting developments this year. Wintario, who helped fund the project, found it a creative and innovative idea and on several occasions the cameras rolled and the participants talked about the Toy Library for T.V. We were successful in getting three students through a government grant, for the summer, who set up a catalogue for library members to keep at home and refer to when choosing toys, and a selection of toys for handicapped children. We are now well co-ordinated and up to date as a result of Marlene Trafacanti joining us as Toy Library Co-Ordinator. Madeline Potter, represents the Foster Parents so that we can offer a good resource to foster families. Our parenting courses, S.T.E.P. and Communicating with Teens, continued to be popular. Each series is well run and well attended, with a special thanks to Marge Farrell, Program Co-Ordinator. This program stresses good communication, which is one of the keys to strengthening families.



We are particularly grateful to the Auxiliary to the Society who enriched many of our volunteer programs with their support as well as recruiting for us in the Catholic parish community.

Who are the 140 men and women who make the volunteer programs work? They come from all parts of the community and from varied backgrounds and occupations, students, young working men and women, retired people, women whose family responsibilities now allow time for community service.

They are attracted to our agency because of their interest in children and families or they may be just generally interested in volunteering, and are referred by the Hamilton Volunteer Bureau, or they may be recruited by our own active volunteers. Whatever their reasons for seeking to work with us, we offer them orientation and training, placing them in an area which best meets their interests and own needs. They in turn, offer our families their skills, their enthusiasm, their caring support. We know from our staff, our families and our foster parents, that they do make a difference. They enrich the lives of those with whom they work and "enhance their functioning, to promote the physical, emotional, intellectual and spiritual

development of the children referred". (Mission Statement — Catholic Children's Aid Society of Hamilton-Wentworth 1982).

We thank them profoundly for bringing this added dimension to the work of the Society.

Sheila Johnson

#### THE AUXILIARY TO THE CATHOLIC CHILDREN'S AID SOCIETY OF HAMILTON-WENTWORTH

For the past six years, a small group of women have continued to promote and assist the needs of the C.C.A.S. They meet in St. Charles Garnier's meeting room on the second Thursday of alternate months, from September to May.

Many of the Auxiliary members have an active role in one or more of the volunteer programs described in the Volunteer Co-Ordinator's report. In addition to these programs, the Auxiliary assisted in an orientation evening which was open to various organizations in the Catholic community. The Auxiliary continues to serve at the monthly board luncheon meeting and, of course, the Annual Meeting of the C.C.A.S. An addition, this year, was the preparation and serving of refreshments at the Open House in January 1983.

Our Mary Tolmie Fund gave financial assistance to three young women this year. Also, we were pleased to be able to purchase a typewriter for the Foster Parents Association.

As I approach the end of my two-year term as President of the Auxiliary, I take this opportunity to thank the members of the Auxiliary for their unfailing support, encouragement and commitment to me, to our organization and to the C.C.A.S. Above all, I thank each and every member for their part in helping our Auxiliary to become, not just "another organization", but a caring and loving extended family. God bless you!

Mrs. Maureen Louch  
President

#### The Foster Parents Association

For the Foster Parents Association 1982 was a very good year. Many of our objectives were met with great success. One of these was to have better communication between the foster parents and the agency staff. 1982 was the year more professionalism on our part was developed. No longer do foster parents feel as if they are on the bottom rung of the ladder of foster care. We now look at ourselves as colleagues of the staff. Jointly we aim to provide quality homes for the children coming into care.

Through our dances we were able to socialize better with one another and were able to raise money at the same time. This money enabled us to provide the children of our foster families with a picnic, a Christmas Party, and a Teen Dance. The picnic attracted approximately 200 persons of all ages. One only had to attend the Children's Christmas Party and see the sparkling delight in our children's eyes or to the Teen's Dance and see the smiles on their faces as they danced their cares away to know that these endeavours, too, met with great success. More than ever foster parents are educating themselves to be better equipped to handle the growing needs of today's child. Many took advantage of the excellent workshops provided at the F.P.A.O. Conference held in Windsor, Ontario, in June. Again, this year we were involved in the T.R.U.S.T. and S.T.E.P. programmes offered at the agency.

One of our goals was met when we ended 1982 by putting together this Executive's first Newsletter which was appropriately named K.I.T. (Keep In Touch).

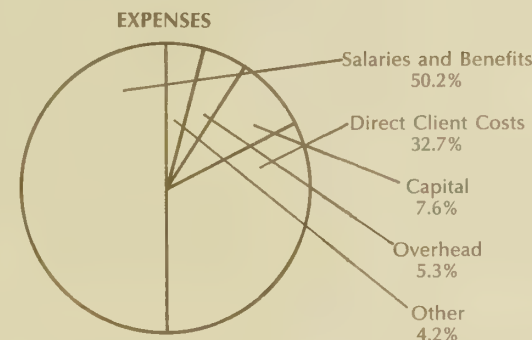
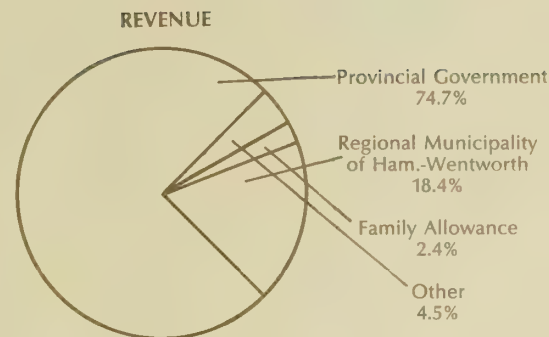
Most important, our meetings are drawing greater attendance due to the interesting guest speakers arranged for us by our new Programme Chairman, Mr. Stan Kondrat.

1982 has been quite a busy year and the results of our dedication and the support of the agency has made it all worthwhile. We promise you an even better 1983.

Victor Micallef,  
President,  
F.P.A. of the C.C.A.S.

# FINANCIAL REPORT FOR THE YEAR 1982

REVENUE	1982 .	1981
Grants		
Province of Ontario .....	\$2,083,867	\$1,871,107
Regional Municipality of Hamilton-Wentworth ....	514,148	462,422
Family allowance .....	65,689	64,669
Other Children Aid Societies — maintenance .....	11,485	10,652
— supervision .....	7,626	3,744
Maintenance from parents .....	9,210	9,417
Divorce investigations .....	2,871	4,997
Memberships .....	252	356
Donations .....	5,890	1,474
Interest on investments .....	48,751	56,334
Private adoptions .....	285	291
Sales tax and gas rebate .....	726	370
Miscellaneous income .....	38,514	1,027
<b>Total Revenue</b>	<b>2,789,314</b>	<b>2,486,860</b>
<b>EXPENDITURES</b>		
Staff salaries .....	1,272,934	1,081,953
Employee benefits .....	157,766	126,728
Building occupancy .....	63,843	71,884
Administrative expenses .....	87,758	53,847
Promotion and publicity .....	14,108	8,276
Professional services .....	10,121	14,341
Travel expenses .....	57,609	55,084
Staff training .....	18,248	7,229
Board rate payments .....	418,869	401,868
Group home payments .....	81,794	118,705
Emergency receiving payments .....	4,158	—
Outside institutions .....	333,153	342,767
Clients personal needs .....	92,468	97,154
Prevention services .....	6,741	8,312
Capital expenditures .....	215,347	29,662
Miscellaneous expenses .....	13,523	10,783
<b>Total Expenditure</b>	<b>2,848,440</b>	<b>2,428,411</b>
<b>NET REVENUE (EXPENDITURES)</b>	<b>(59,126)</b>	<b>58,449</b>
Budget surplus, beginning of year .....	111,371	52,922
Budget surplus, end of year .....	\$ 52,245	\$ 111,371



## STATISTICS

### FAMILY SERVICES

	1981	1982	% Change Increase or (Decrease)
Cases Carried Forward From Previous Year	259	245	( 5.4)
New and Re-Opened Cases	596	533	(10.6)
Total Open Cases	855	778	( 9.0)
Cases Closed	610	535	(12.3)
Carried Forward to Next Year	245	243	( 0.1)
Brief Services	866	1,533	77.0
Children Served in Their Own Home	1,762	1,605	( 8.9)

### CHILDREN'S SERVICES

Children Receiving Substitute Care at End of Previous Year	217	194	(10.6)
Children Admitted to Care During Year	216	147	(31.9)
Total Number of Children			
Who Received Substitute Care During the Year	433	341	(21.2)
Discharged from Care During the Year	239	170	(28.9)
Children Receiving Substitute Care at the End of the Year	194	171	(11.9)

### UNMARRIED PARENTS' SERVICES

Carried Forward from Previous Year	62	28	(54.8)
New Cases	68	69	1.5
Total Cases Open During the Year	130	97	(25.4)
Cases Closed	102	57	(44.1)
Cases Carried Forward to the Next Year	28	40	42.9

### ADOPTION

Applications Received	87	169	94.3
Homes Approved	46	46	—
Children Placed	48	50	4.0
Private and Family Adoption Reports	1	0	—
Adoption Orders Obtained	50	46	( 8.0)
Brief Services and Enquiries	150	283	88.7

### FOSTER CARE

Foster Homes Open at Beginning of Year	109	115	5.5
Applications to Foster	23	50	117.4
Applications Approved	23	25	8.7
Foster Homes Closed	17	28	64.7
Foster Homes Available or in Use at the End of Year	115	112	( 2.6)
Enquiries Which Did not Proceed to an Application	78	212	171.8

### STAFF

	58	56	( 3.4)
	<b>1981</b>	<b>1982</b>	
<b>COST OF OPERATION</b>	<b>\$ 2,428,411.00</b>	<b>\$ 2,848,440.00</b>	<b>17.3%</b>



# Balance Sheet — December 31, 1982

ASSETS		1982	1981
<b>Current</b>			
Cash .....	\$	138,540	\$ 260,627
Receivables .....		40,001	23,810
Prepaid expenses .....		18,986	22,341
		197,527	306,778
<b>Other</b>			
Children's Trust Funds .....		316	307
Specified Funds .....		18,326	18,682
		18,642	18,989
	\$	216,169	\$ 325,767

## BOARD OF DIRECTORS 1982

PRESIDENT	Mr. John Dean
PAST PRESIDENT	Dr. James E. Csordas, M.D., C.M.
1st VICE PRESIDENT	Mr. Thomas Radigan
2nd VICE-PRESIDENT	Dr. Robert Lancaster
TREASURER	Mr. J. J. Brown
SECRETARY	Mrs. Joan O'Hara

## DIRECTORS

Mr. Desmond Brennan  
 Staff Sergeant Ronald Cruse  
 Regional Councillor Fred Lombardo  
 Mrs. Marjorie Farrell  
 Dr. Edward Krukowski  
 Mr. Ellard McBane  
 Mr. John Miller  
 Regional Councillor Peter Peterson  
 Mrs. Audrey Quinn  
 Mrs. Therese Speagle  
 Regional Councillor Robert Wade  
 Miss Norma Walsh  
 Mr. Norman Westbury  
 Rev. Ronald Voisin  
 Regional Councillor James Robb  
 Dr. J. E. Csordas, M.D., CM

## COMMITTEE CHAIRMEN

Executive Committee Mr. J. Dean  
 Finance Committee Mr. J. J. Brown  
 Accommodations Committee  
 Regional Councillor P. Peterson  
 Adoption Policy Committee  
 Dr. R. Lancaster  
 Moral Issues Advisory Committee

Rev. R. Voisin  
 Negotiating Committee Mr. I. Radigan  
 Nominations Committee Dr. J. E. Csordas  
 Personnel Committee Mrs. Marjorie Farrell  
 Public Relations Committee Staff Sergeant R. Cruse  
 Services Committee Staff Sergeant R. Cruse  
 Services Committee Staff Sergeant R. Cruse  
 Volunteer Committee Mrs. A. Quinn

## VOLUNTEER PROGRAM CO-ORDINATORS

Mrs. Lorna Johnston Tutoring  
 Miss Donna Stack  
 Mrs. Marjorie Farrell Parenting Courses  
 Mrs. Sondra Offord Afternoon Break  
 Mrs. Marlene Traficante Toy Library

## FOSTER PARENT ASSOCIATION

1981 — 1982

Victor Micallef President  
 Henry Drobot 1st Vice-President  
 David Vessey 2nd Vice-President  
 Yvonne Smith Treasurer  
 Brenda Danson Secretary  
 Rita Mooney Past President  
 Cecilia Chynoweth and Services Committee  
 Ellen Irwin Representatives  
 Stan Kondrat Programme Chairman  
 Sharon Kondrat Public Relations Chairwoman  
 J. William Danson Recreational Chairman  
 Shirley Richardson Telephone Convenor  
 Judith Gray Financial Advisor

THE CATHOLIC CHILDREN'S AID SOCIETY  
 of Hamilton-Wentworth  
 499 King Street East  
 Hamilton, Ontario  
 L8N 1E1

## STAFF LIST — DECEMBER 31, 1982

Georgina J. Gibbons, Executive Director  
 Jack Hayes, Co-Ordinator of Social Work Services  
 Murray Lynn, Business Administrator.  
**Executive Secretaries**  
 Mrs. B. Cox  
 Mrs. C. Brennan  
**Intake Service Unit**  
 Thelma McGillivray — Supervisor  
 Lori Hammond — Abuse Intake Social Worker  
 Patricia Webber-Callaghan — Abuse Intake Social Worker  
 Jane Archbell — Abuse Intake Social Worker  
 Terry Ferris — General Intake Social Worker  
 Lynn Nikolaus — General Intake Social Worker  
 Donna Jones — Intake Secretary

## The Catholic Children's Aid of Hamilton-Wentworth

### — Mission Statement —

*Under the mandate of the Child Welfare Act, Letters Patent, Supplementary Letters Patent and By-Laws of the Society, and other relevant legislation, and within the boundaries of the Hamilton-Wentworth region;*

*To provide guidance and counselling to families referred to the Society to enhance their functioning;*

*To endeavour to ensure that Catholic children referred to the Society are protected;*

*To promote the physical, emotional, intellectual and spiritual development of the children referred.*

*To provide the above services in a humane and Christian manner, and in so doing to provide a consistently high quality service to the clientele of the Society, within the boundaries of available human, financial and other resources.*

## LIABILITIES

		1982	1981
<b>Current</b>			
Payables and accruals .....	\$	143,937	\$ 195,407
<b>Other.</b>			
Children's Trust Funds .....		316	307
Specified Funds .....		18,326	18,682
Deferred Revenue .....		1,345	—
		19,987	18,989
		163,924	214,396

## BUDGET SURPLUS

Budget Surplus .....		52,245	111,371
	\$	216,169	\$ 325,767

## General Service Unit #2

Bob Light — Supervisor  
 Remegius Hasick — Family Social Worker  
 Jean Soede — Family Social Worker  
 Paula Forbes — Family Social Worker  
 Theresa Pitt — Family Social Worker  
 Margaret Hauser — Children's Social Worker  
 Veronica Veerman — Children's Social Worker  
 Diane Baulch — Children's Social Worker

## General Service Unit #1

Gerald Smith — Supervisor  
 Ola Furda — Family Social Worker  
 Nemesia Ezerigails — Family Social Worker  
 Susan Light — Family Social Worker  
 Cathy Takayesu — Family Social Worker  
 Tina Marini — Children's Social Worker  
 Joanne Rogers — Children's Social Worker  
 Carol Belmore — Children's Social Worker

## Adoption — Unmarried Parent

— Play Therapy Unit  
 Beatrice Kemp — Supervisor  
 Pat Lythgoe — Unmarried Parent Social Worker  
 Elsie Garland — Unmarried Parent Social Worker

Susan Caughran — Adoption Social Worker  
 Margaret Woods — Adoption Social Worker  
 Susan Chapman — Adoption Social Worker  
 Angelika Levitt — Play Therapy Social Worker  
 Jane Howard — Intake Secretary

## Placement Resources and

### Family Enrichment Unit

Elske Zaborsky — Supervisor  
 Elsa van Woudenberg — Placement Social Worker

David Crouch — Placement Social Worker  
 Patrick McInnes — Placement Social Worker  
 Irene Linkletter — Placement Social Worker  
 Helga Peter — Family Enrichment Worker  
 Rose Falletta — Family Enrichment Worker  
 J. Howard — Intake Secretary

## Volunteer — Recreation Unit

Sheila Johnson — Supervisor  
 Anne Forbes — Department Secretary  
 Carla Martini — Recreation Worker  
 Legal

Anne Genereux — Lawyer  
 Michelle Martel — Legal Secretary  
 Mardi Peckham — Court Liaison Worker

## Office Staff

Murray Lynn — Supervisor  
 Stan Jones — Accountant and Statistics  
 Anita Persaud — Switchboard  
 Linda Walsh — Family Services Secretary  
 Patricia Archer — Children's Services Secretary  
 Mary Whinton — Records  
 Norah Hickey — Micro Film  
 Donna Bedini-Keleher — Assistant Bookkeeper  
 Lise Bury — Statistics  
 Gloria Salvucci — Junior Clerk

## AUXILIARY EXECUTIVE

Mrs. Mary Tolmie Honorary President  
 Mrs. Marjorie Farrell Past President  
 Mrs. Maureen Louch President  
 Mrs. Helen Beattie Vice-President  
 Mrs. Lois Brown Secretary  
 Mrs. Shirley Sullivan Treasurer  
 Mrs. Lucille Popiez  
 and Mrs. Joan Williams Membership



# The Catholic Children's Aid Society of Hamilton-Wentworth

## Annual Report 1981



### The President's Report

It's Annual Report time again, which means that another year in the history of The Catholic Children's Aid Society of Hamilton-Wentworth has drawn to a close. In this, my final Annual Report, I will briefly summarize the major items that have come before your Board of Directors and identify some of the challenges facing the Society in the future.

As a pleasant change, the past year was not one of crisis piled on crisis but turned out to be a year of self analysis, consolidation, and reorganization. For example, the internal workings of the Society were restructured at both Management and Staff levels to facilitate the provision of services to our clients.

In addition, the Statistical and Financial aspects of the Society's operations are now computer-based, thereby freeing up manpower to deal with more vital tasks. The day to day Business Office aspects of the Society have been placed on a sound managerial basis, stemming from a review and modification of accounting policies and procedures. These were all internal changes that indirectly improve quality of service provided to our clients.

While the Ministry's funding process is still far from satisfactory, the chronic struggle with Queen's Park over dollars has lessened somewhat with the implementation of the Service Plan Model, although some inexplicable funding inequities still plague us. It would appear that underfunding will continue for the foreseeable future.

Perhaps the single most important decision taken by your Board in the past year was to approve the relocation of the Society's Offices to St. John Place in the Fall of 1982. It is quite clear that our present location no longer meets our needs, and that such a move will result in long term benefits to the Society, its staff and its clients.

This planned move will be one of the major challenges facing the Society in the coming year, requiring as it will meticulous planning and superb timing if the continuity of services is to be maintained.

The second major challenge has already begun in the form of an Operational Review of the Society. This is an audit process which all Agencies in the Province must undergo from time to time, and our turn is this year. The purpose of this exercise is to improve the efficiency and productivity of all Children's Aid Societies in the long term.

We have now almost reached the end of this

Swan-Song. I must say "THANK YOU" to a large number of people:

- to the Society itself, for allowing me to be associated with it for the last five years, and for completing a unique phase in my education.
- to the Staff, who manage to get the job done, sometimes in the face of tremendous adversity.
- to my fellow Board Members, for their unflagging support, interest, generosity, endurance, friendship, charity, and, above all, their forbearance.
- to Georgina Gibbons, who did such a fine job of gently straightening me out whenever I started down a wrong path. It is a rare privilege to have worked so closely with so talented an individual.

In closing, my wish for the Society is taken from the Book of Numbers (6:24 - 26):

"May God bless you and keep you  
May God let His face shine upon you  
and be gracious to you  
May God uncover His face to you and  
bring you peace."

Respectfully submitted,  
Dr. J. E. Csordas, M.D., C.M.

### Report of the Executive Director

This year I am happy to report that 1982 was a successful year in many ways for your Society. Our President, Dr. J. E. Csordas, has reported on some of the developments during the year. This year, as a change, I have asked the Supervisors of the various Service Units to report on the significant developments in their particular area of service. I would like to choose a few important changes that occurred during the year and tell you about them. May I also refer you to the Financial Report as well as the area of this report where statistics have been outlined. If you read these reports carefully, you will find them of considerable significance.

### Service Plan

1981 was the first year of the Society's operation within a Service Plan process. While the perplexing problem of Allocation According to Catholic Population has not been resolved by the Ministry, the Service Plan Model, provided an opportunity for the Society to plan services in a more orderly manner. Early in 1981, the Society was informed by the Ministry of the Funding Allocations for the year. In addition, the Service Plan Process, allowed the Board of Directors to plan services for this Community. The decision made by the Society was to plan as a focus for 1981 to evaluate and review our Services.

### Service Model

Total service staff involvement resulted in the new Service Delivery Model, which came into being in October 1981. The goals of this new Delivery System were to provide faster and better service to clients, improved communication between staff as well as clients and other services. To provide better services to foster parents by increasing personnel in the Placement Resource area. To achieve this end, Placement Resources became a Unit of Service and Mrs. Elske Zaborsky was ap-

pointed the first Supervisor of this Service Unit. And lastly, the other goal was to strengthen the services of the Intake Area

An Evaluation recently conducted amongst the staff, reflected satisfaction of the Service Model, in meeting the objectives listed above.

### Improved Financial Management

Recognizing the need for strengthening our Financial Management, our Society hired a Business Administrator in February 1981, with responsibility for the business side of the Society's operation.

In the summer of 1981, the Society installed a Computer and began the transfer of statistical data collection to the computer. For a number of months, the Society operated a parallel manual and computerized system. By early 1982, this phase of operation has been completed and the Society has begun the transfer of financial records to the computer. For the first time, foster board cheques were processed by computer in March 1982. It is our hope and plan to be completely computerized by the summer of this year. When this process is completed it should allow better data to evaluate trends in order to plan better and more adequate services for the future.

### Operational Review

In the Fall of 1981, the Honourable Frank Drea, Minister of Community and Social Services, announced that 13 Societies would be reviewed in the forthcoming fifteen to eighteen months. Our Society was one of the thirteen Societies chosen to be reviewed. The purpose of the Operational Review is to examine the overall operation of the Society, based on three major areas: MANAGEMENT, FINANCE AND PROGRAMMES. The Review Team has recently visited the Agency and has begun its on site visits and data collection. This part of the process should be completed by the end of April and a report, hopefully, will be in the hands of the Board of Directors for their consideration by late 1982. The recommendations coming from this report should help the Society in streamlining operation and improving its programme and services in areas where needed. It also will lead to more effective and efficient operation.

### Children's Services Trends

It is significant to note that on reviewing the statistics for the Year's Operation, that the number of children receiving care from this Society, declined to less than 200 children by December 1981. This is the lowest number of children since December of 1962, (twenty years ago). While the number of children in the care of this Society has decreased, their problems have not. Significantly, more than 31% of the children coming to the attention of the Society this year who required care, were over 13 years of age. A number of these children were referred by Probation and After Care Services or the Court under the Juvenile Delinquents Act. These children create a particular area of concern for the Society, since many of them, would previously have gone to Training School. The Society in trying to plan for them, find that they do not fit in to foster care and very often must be placed in Outside Paid Facilities at considerable costs. Part of our evaluation this year is to determine if there is a better way of serving these children. This is a



priority the Society wants to look at in 1982.

In addition, the number of disturbed pre-schoolers coming to the attention of the Society continues to be of concern. To assist in providing specialized service for these children, our Recreation Worker has developed a recreation programme for pre-schoolers. In addition, the Society in an attempt to help foster parents meet and respond to the challenging needs of these children, has embarked on a number of training programmes. The TRUST Programme has been in operation for more than a year and has been highly successful with a number of foster parents. In addition, the Alternative Care Worker has been working with foster parents who deal with handicapped and/or developmentally impaired children. With the emphasis being placed on improved Placement Resource Services, it is our hope to develop other programs to assist foster parents to respond to the many and varied needs of very upset children. In order to help our young people prepare for independence and assuming responsibility for their own life, a Life Skills Programme was developed for children during 1981. It is our hope to continue and improve this programme in 1982, as resources allow.

The Society is also concerned about the number of children who must leave this Community to have their needs met in outside resources. To this end, the Society is planning in 1982, the establishment of two specialized foster homes which will act as Receiving Assessment Facilities. If we are better able to assess the child's needs, it may be possible to maintain him in this Community with all the benefits of having his family nearby as well as having him remain in a Community where he does not have to change school, friends, or the organizations to which he belongs.

### Family Services Trends

1981 particularly the latter part of the year, saw a dramatic increase in the number of clients requesting service from the Society. To this end the Service Model was directed at improving services at the Intake level. It is our feeling that good crises intervention helps people to resolve their problems so that they do not need long term services. 1981 also saw increases in reported Child Abuse cases in the Society. Whether this reflects a natural increase in the number of cases or rather the reporting mechanisms are much better in this Community, is hard to evaluate. Certainly one of the problems we will face in the future, will be the need to re-evaluate and again enhance those services at the Intake level.

Many of the families we see at the Intake level are experiencing difficulty in handling their acting-out teenagers. This is where programmes such as the STEP Programme operated by volunteers can be helpful. In addition, our Family Enablers are able to give direct service to help with specific child management programmes in their own homes. Lastly, we are interested in the development within this Community within the next few months, of a Tough Love Group. Many of the concepts will assist parents to assume greater control of their homes and family lives.

### The Future

In looking at the services provided to-day, and evaluating what we need for the future, a number of definite trends emerge.

1. There is an increased need for better trained, better supported foster parents who are able to meet the needs of the challenging youngsters who come to the care of an Agency. As this number of children in the care of the Society decreases, the challenges increase directly.
2. There is a need to look at more help to help children to remain in their own homes by way of trained child care staff able to provide support on a consistent and intense basis to help parents learn the appropriate skills to parent their children.
3. There is a need to look at increased resources to be added to the area of

adoption disclosure. While the Society is not yet thirty years old, the number of children who have been adopted through this Society, or their parents seeking reunions or just to learn more about their backgrounds, has increased dramatically during the last few years.

This means that adoptive parents of the future, must be prepared to respond appropriately to the child's need to know more about his/her background. To this end the Society hopes to start a training programme for adopting parents during the year 1982.

4. The Society, if it is to continue to support families in their own home, must develop a strong advocacy voice in supporting those programmes which enhance and support family life against those which are disruptive and destroy the Christian family.
5. The Society needs to still improve its Crises Intervention Services and Support Services to assist families at the point of crises.

In conclusion, I do want to thank the staff who had a very difficult year with many of the changes which occurred, particularly their wholehearted support and assistance in the Service Delivery Change. Hopefully, this time next year we will be in new quarters which will allow us to provide better service from a more effective and efficient location. I also want to thank those many people in the Community, whether they be volunteers, foster parents, members of other service organizations, who have given so much to us. Specifically, I wish to thank His Excellency Bishop Reding, Regional Municipality of Hamilton-Wentworth and its Chairman Mrs. Anne Jones, for their support, help and encouragement.

At this time I want to thank the Board members who have always given so much of their own time whenever they were requested to provide a particular type of help and expertise. In particular, I want to thank our outgoing President, Dr. J. E. Csordas. Perhaps, now he may get back to the business of being an ophthalmologist. Your help, your support and your encouragement was most appreciated.

This report is respectfully submitted.

Georgina J. Gibbons



### Adoption Services

Scott is a busy 5 year old. His attention span is poor and he requires special education to help him develop to his full potential. Early neglect and disruption in his home resulted in a label of hyperactive leaving many concerns about the uncertainty of his future.

Tara is now 2 years old. She was born with a disheartening cranial deformity which may affect her sight in the years to come.

Robert and Mary, half siblings, are North American Indian. Although they are both under five years of age they have experienced numerous unsettling changes of residence and caretakers. In the process they accumulated a great deal of emotional baggage.

Unique little human beings, these children shared a common problem. They lacked a sense of permanency and belonging. In spite of the good care and nurturing being received in foster homes they were missing the permanent commitment that every child rightfully deserves and that is made to a child through adoption.

Fortunately, the present scenario for Scott, Tara, Robert and Mary is bright and forward looking. All of the children have been placed in permanent families providing stability, and continuity of relationships with nurturing parents.

All have the security of belonging in actuality and in name to their adoptive families.

Permanency planning for these children demanded time, skill and much effort on the part of all concerned, yet these adoptions were only a partial reflection of the total adoption service provided over the past year.

In addition to the above children, 43 infants were placed by the Society in adoptive homes and the adoption service was responsible for the placement of approximately 20 Crown Wards from this and other Societies, between the ages of 1 and 7 years. Approximately 90 couples registered with the Society for adoption bringing the total of waiting applicants to over 200 couples. As well, service was offered to approximately 70 single parents.

Over the past year the increased demands on our adoption service have been well documented. There are a number of factors contributing to the heightened demand but two main factors stand out:

1. The adoption disclosure service, although available in a limited sense, has paved the way for a need to educate adoptive applicants about many adoption related issues, particularly disclosure and how this is bound to affect both adopting parents and their adopted child. The realization on the part of applicants that adoption may be the beginning of a lifelong emotional triangle has meant a broader interpretation of adoption for all concerned.
2. The increasing recognition on the part of adoption workers that adoption is not a magic solution to a child's unhappy life experience. An understanding that in order for a child to go on, in order for an adoption placement to be successful, days and weeks of preparation must be devoted to assisting a child in knowing about his past, in learning about the feelings associated with it and in accepting separation from the people who have become important to him prior to adoption.

This task can be an enormous one.

Both of these factors have contributed dramatically to the enlarged focus of our adoption service but both have also added to the challenges and rewards inherent in the work.

As Christians our adoptive status as Children of God serves to enrich our lives, bringing joy and meaning to our existence. Owing to this status we are in a position of sharing with our children the fundamental experience of adoption, an experience of love and commitment.

Miss Beatrice Kemp





### Intake Unit

The Intake Unit (pursuant to the Child Welfare Act, Ministry standards and guidelines and Society policies) has responsibility for investigating and assessing situations where children are alleged to be abused or neglected, or where there are significant difficulties in families effecting the care of children.

In many situations it is the family itself requesting assistance. As well, the Unit deals with referrals from the general public, schools, police, the medical profession, courts, probation and from other social agencies.

The present staffing of the Unit consists of a supervisor, five front line social workers, and a telephone screening worker. Three social workers (one on a half-time basis) are assigned to child abuse investigations, and two social workers are assigned full time to general intake. The telephone screening worker handles most telephone referrals, collects data, and sets up cases for further investigation.

In 1981 the Unit experienced a significant increase in the number of referrals dealt with. In 1980 the Unit dealt with 1,258 referrals, compared to 1,587 in 1981. Monthly numbers remained relatively stable during 1980 and the first half of 1981. However, monthly trends have been increasing steadily since August 1981, and this trend is continuing into 1982. Out of the 1,587 referrals dealt with in 1981, 131 Child Abuse cases and 413 General cases were opened for ongoing investigation, assessment and service.

The reasons for this increase are as of yet unclear. However, the increased reporting of alleged child abuse and difficult economic times seem to be contributing factors.

The Intake Unit operates according to the stated philosophy of the Society, which is that the family unit is essential for the healthy development of children. In this regard it is the first goal of the Unit to strengthen family functioning whenever possible, and to remove children only as a last alternative.

Over the last year, it has become increasingly apparent that when staff are able to respond quickly to a family in crisis, chances of strengthening the family's future coping ability improves significantly. Therefore, during the last year staff have been shifting their focus to a much more intensive and short-term approach. While this approach has been helpful to many families, it has also been extremely taxing on staff.

Here are a few presenting situations that Intake Unit staff must deal with each day.

### Case A Wilson Family

Call from a father who is a single parent trying to care for 3 pre-school children. Father has been on strike for several months, has no income and has just lost

the family home due to non payment of mortgage.

The mother's present whereabouts are unknown.

Relatives who have been assisting father until now are exhausted.

Father is feeling desperate and depressed, and is demanding immediate foster placement of the children.

### Case B Jones Family

Referral from Juvenile Probation Officer regarding John, age 14, who is being held in detention due to numerous incidents of break, enter and theft, and possession of stolen goods.

John's parents are separated. John has moved frequently from one parent to the other, usually as a result of getting into trouble.

John and his parents are extremely angry and frustrated with one another. Neither parent is prepared to care for John, nor is John prepared to live with either of them. As well, John is extremely hostile towards adults, probably because he is confused and frightened about his future.

The Probation Officer is requesting a structured group home placement for John.

### Case C Smith Family

A phone call from an upset mother on behalf of herself, her husband and their adolescent son and daughter.

The son was charged with drinking under age the previous evening. Mother is also concerned that daughter stays out late at night and may be sexually promiscuous or taking drugs.

After further conversation mother revealed that she and her husband have not been able to talk for a long time and are thinking of separating. She believes this may have something to do with the children's behaviour.

Mother is requesting help for the entire family and is desperately afraid that the family will break up if they do not get assistance quickly.

### Case D Sherman Family

Call from a school principal regarding Jason age 7 who was just noted by the school nurse to have several linear bruises on his back, buttocks and the backs of both legs.

Jason initially claimed that he fell but then told the nurse that his mother struck him with a belt. Jason was expressing fear of returning home, and fear of getting his mother into trouble.

A check of Society records revealed that Miss Sherman is a single parent with two toddlers at home and that she has had a number of previous contacts with the Society around inadequate parenting. She has been hostile towards Agency staff and rejected previous offers of assistance.

### Case E Gage Family

Maureen age 15 is brought to the office by a girlfriend after school, because she was concerned that Maureen seemed depressed about her family.

Maureen eventually related with a great deal of difficulty that she has been sexually involved with her father for the last six years. Maureen states that she wants the situation to end, but she can't leave home because she is afraid that her father will get involved with her younger sister.

Maureen has never shared this with anyone before, except for her mother who would not believe her. Maureen doesn't know what to do.

Mr. Robert C. Light



### Family and Children's Services General Services Units

1981 was a year of major organizational changes for the entire Agency. This was particularly evident in the creation of two General Services Units; each composed of several Family Services and Children's Services workers.

Under the new model, cases are dealt with within the Units, thus streamlining service to clients, and effecting increased communication and efficiency among staff and supervisors involved in each case.

Prior to the implementation of organizational re-structuring in October 1981, both Family and Children's Services workers engaged in a concentrated effort to reduce the number of children in care. This effort has resulted in generally smaller caseloads for all concerned, thus freeing workers to provide more intensive and comprehensive service to those children and families who are most in need.

As the complexity of cases increases, and as those children in care require more intensive intervention, the benefits of the New General Services Units become increasingly apparent.

The new structure establishes a foundation upon which staff continue in their dedicated tradition of providing quality service to the Society's clients and to community at large.

Mrs. Rita Schauenberg and  
Mr. Gerald Smith

### Placement and Family Enrichment Unit

Composed of eight members (one presently on educational leave) this unit provides two separate services.

Family Enrichment Workers; Joanne Rogers and Helga Peter support families in their own home. They utilize their own skills in child management, nutrition, budgeting and assist in developing our clients' awareness of community resources. They accept referrals from our intake department or general service delivery units. To a large extent they work independent of a social worker but may share cases, in circumstances which require extra support. Their time spent with families is greater, as they are not responsible for court work, or the apprehension of children.

Mrs. Tina Marini is expected back from educational leave in May 1982. This brings our complement to three. We look forward to her return.

Mrs. Rogers is new to the Agency having replaced Mrs. Irene Linkletter, who has moved to the Placement unit. We wish both workers continued success in their respective positions.

Placement Resources is the hub of our Foster Care Services. The members of this unit, each with their own area of expertise, provide educational programs, support to our one hundred foster families, and placement for children.



Mr. Patrick McInnes is actively involved in recruitment through the Parishes. Mrs. Linkletter has been advertising and interviewing potential foster parent applicants for our desperately needed teen homes. Mr. David Crouch has been providing our educational program T.R.U.S.T. to foster parents, as well as providing the liaison to the community for services to the mentally retarded and handicapped children, in our care. Miss Elizabeth vanWoudenberg is our senior staff providing up to date information on community placements and also assessing new facilities for children who cannot benefit from programs within our own system.

All members are involved in home studies, liaison to foster families and orientation to new homes.

As the new Supervisor of this Unit, after several years in Children's Services within the Agency, I am pleased to be a part of this Unit.

Mrs. Elsie Zaborsky

### **Volunteer Department**

"A volunteer is a sometimes hard-headed individual who shows a profit in the business of giving and receiving. A volunteer does this by violating every rule in the book of business. A volunteer gives warmth, spontaneity and love to the wounded who have come up against life's harder corners. It's beyond the power of the latest and most awesome medical machines to produce the miracle that is the volunteer whose life and the services he performs must be given freely. They cannot be purchased. Thus, the Society and those it serves are spiritually enriched. When the day is done, the life, vitality and intelligence which the volunteer has poured out so unstintingly comes back one hundred fold." (Reprinted from K.I.T. of the Volunteer Centre of Metropolitan Toronto.)

Our volunteers are the embodiment of this statement as they continue to keep our preventative programs functioning effectively.

Our volunteer drivers drove 43,900 miles this year, for a total of 2,596 recorded hours, which assisted our children to get to family visits, medical appointments, play therapy and adoption placement.

A tutoring program especially for children experiencing learning disabilities and other school problems, continues to flourish and make the agency offices very busy Tuesday nights. We have had encouragement and support from the Separate School Board and individual teachers as we work co-operatively to assist these children. Many of our volunteers in this area and in the Recreation Program are from the Community Colleges and McMaster

University. They are learning and gaining experience toward their careers and they work very well with the children and adolescents. Tutors gave 1,728 hours to this program. Lorna Johnston's countless hours in training and working with the tutors is responsible for the smooth way the program is running.

The Recreation Program, initiated to meet the needs of children and adolescents who need to develop social skills is able to include a great many more children because of a large and strong core of volunteers who meet regularly to plan weekly and weekend activities, as well as work within the programs. They have just started to integrate handicapped children which has been a new challenge. With the exclusion of the summer program, volunteers worked 459 hours in this area.

The "Afternoon Break Programme" for Moms of young children to have time for themselves is in its second year and continues to be a good resource for social workers to offer parents who are overwhelmed or in crisis. Sondra Offord, the Program Co-ordinator keeps volunteers aware of the children's needs, juggles volunteers, schedules, plans the children's group activities and continues to be enthusiastic. The volunteers in this area are convinced of the validity of this project. They contributed 504 hours this year towards the program.

The Toy Library, which offers safe, constructive stimulating toys for all our children, is particularly attracting the attention of foster parents who make a stop at the Library part of their visits to the agency. Anne Childs gives knowledgeable talks to those foster parents taking Orientation and T.R.U.S.T. courses on Wednesday nights and encourages them to become members. We had a toy display at the O.A.C.A.S. Conference in Toronto which attracted many enquiries from other Societies for similar ventures.

Our S.T.E.P. Programs (Systematic Training for Effective Parenting) have been offered successfully at St. Eugene's and St. Margaret Mary Parishes, as well as a client group at the Agency. Marge Farrell as program co-ordinator continues to recruit new leaders in order to offer more courses, and she spends considerable time promoting the value of parenting courses at a Catholic agency to the community. S.T.E.P. leaders contributed 645 hours to this program.

Katherine Martino, a S.T.E.P. leader has compiled a course to begin in April "Communicating with Teenagers — A Course for Parents" which is in response to many requests from the parents of teens. Our registrations indicate it is being well accepted.

While I have highlighted some programs and

named certain volunteers, if space would permit I would name all one hundred and eighteen volunteers and their work. They co-operate, innovate and recognize the value to families of these programs. They are dedicated to the purpose of our Society and show this in so many ways — as 'Special Friend' volunteers, babysitters, case aids, clerical workers, in craft programs, as court volunteers, in our baby room and as public speakers on behalf of the Society. Our Auxiliary which is recognized separately, is another hard working group.

We thank our volunteers and encourage other members of the Catholic community to join us. We need you.

Mrs. Sheila Johnson

### **The Auxiliary to the Catholic Children's Aid Society of Hamilton-Wentworth**

The Auxiliary was formed in 1976. The goal of the Auxiliary is to promote and assist the needs of the Catholic Children's Aid Society of Hamilton-Wentworth in the community.

Spring of 1981 saw a new executive elected for a two year term. Their initial endeavour was a Social Information Night, held at the Chancery Office of the Hamilton Diocese. This was attended by a variety of representatives from within the community, as well as Auxiliary members. Excellent presentations were given by members of the Afternoon Break Program, the S.T.E.P. Parenting Program, Volunteer Tutors, the Toy Lending Library, the Recreation Program, the Volunteer Driving Team, the Baby Care Room, the Special Friend Program, and the Catholic Women's League teams.

Members of the Auxiliary continue to assist with the preparation and serving of the luncheon at the monthly board meeting and the Annual Meeting of the Catholic Children's Aid Society.

Toy boxes and toy shelves for the interviewing rooms are on the planning board and should be completed soon.

This year Auxiliary members are assisting Pat McInnes in the Parish program for Foster Parent promotion.

A Speakers Bureau for the Catholic Children's Aid Society and the Renew Program are two new areas in which the Auxiliary will be giving their assistance.

Last but certainly not the least, a candidate for the Mary Tolmie Fund has been accepted. We are proud to be able to assist this young woman in her efforts to upgrade her job skills, as well as support her personal needs.

Mrs. Maureen Louch  
President

# FINANCIAL REPORT FOR THE YEAR 1981

## REVENUE

Province of Ontario .....	\$ 1,871,107.00	75.24%
Regional Municipality of Hamilton-Wentworth .....	462,422.00	18.59%
Other Children's Aid Societies .....	14,396.00	.58%
Special Allowance — National Health & Welfare .....	64,669.00	2.60%
Maintenance from Parents .....	9,417.00	.38%
Interest Earned .....	56,334.00	2.27%
Miscellaneous, Memberships, Fees for Official Guardian Reports etc. ....	8,515.00	.34%

**TOTAL REVENUE** \$ 2,486,860.00 100%

## EXPENDITURES

Salaries plus Fringe Benefits .....	\$ 1,226,089.00	50.49%
Maintenance of Children in Care (Foster, Group Home & Institutional Costs, Education, Clothing and all other Expenses to Maintain Children) .....	955,335.00	39.34%
Prevention Services (Recreation, Camp Fees, Emergency Assistance and Group + STEP Training Programmes)....	8,305.00	.34%
Administration (Accommodation, Telephone Services, Postage, Office Supplies, Mileage, Professional Fees, etc.) .....	209,020.00	8.61%
Capital (Office Equipment, Automobile and Leasehold Improvements) .....	29,662.00	1.22%

**TOTAL EXPENDITURES** \$ 2,428,411.00 100%

Excess Revenue over Expenditures .....	58,449.00
Adjusted by Surplus from 1980 .....	52,922.00
Budget Surplus, end of Year .....	\$ 111,371.00

The audited statement of E. P. Nolan, Chartered Accountant, for the year 1981 as approved by the Board of Directors by Motion on February 15, 1982, is on file in the offices of the Society at 627 Main Street East, Hamilton, Ontario.

## STATISTICS

	1980	1981	% Change Increase or (Decrease)
<b>FAMILY SERVICES</b>			
Cases Carried Forward from Previous year	299	259	(13.4%)
New and Re-opened Cases	632	596	( 5.7%)
Total Open Cases	931	855	( 8.2%)
Cases Closed	672	610	( 9.2%)
Carried Forward to Next Year	259	245	( 5.4%)
Brief Services	634	866	36.6%
Children Served in Their Own Home	1910	1762	( 7.7%)
<b>CHILDREN'S SERVICES</b>			
Children Receiving Substitute Care at End of Previous Year	222	217	( 2.3%)
Children Admitted to Care During Year	236	216	( 8.5%)
Total Number of Children Who Received Substitute Care During the Year	458	433	( 5.5%)
Discharged from Care During the Year	241	239	( 7.5%)
Children Receiving Substitute Care at the End of the Year	217	194	(10.6%)
<b>UNMARRIED PARENTS' SERVICES</b>			
Carried Forward From Previous Year	54	62	14.8%
New Cases	63	68	7.9%
Total Cases Open During the Year	117	130	11.1%
Cases Closed	55	102	85.5%
Cases Carried Forward to the Next Year	62	28	(54.8%)
<b>ADOPTION</b>			
Applications Received	52	87	67.3%
Homes Approved	40	46	15%
Children Placed	47	48	2.1%
Private and Family Adoption Reports	3	1	(66.6%)
Adoption Orders Obtained	38	50	31.6%
Brief Services and Enquiries	87	150	72.4%
<b>FOSTER CARE</b>			
Foster Homes Open at Beginning of Year	108	109	.9%
Applications to Foster	31	23	(25.8%)
Applications Approved	20	23	15%
Foster Homes Closed	19	17	(10.5%)
Foster Homes Available or In Use at the End of Year	109	115	5.5%
Enquiries Which Did Not Proceed to An Application	73	78	6.8%
<b>STAFF</b>			
	54	58	7.4%
<b>COST OF OPERATION</b>			
	1980	1981	
	\$ 2,151,198.41	\$ 2,428,411.00	12.88%



## Board of Directors 1981

### PRESIDENT

Dr. James E. Csordas, M.D., CM

### PAST PRESIDENT

Dr. W. Ross Barlow, D.D.S.

### 1st VICE-PRESIDENT

Mr. Dermot Nolan

### 2nd VICE-PRESIDENT

Mr. John Dean

### TREASURER

Mr. J. J. Brown

### SECRETARY

Miss Georgina J. Gibbons

## Directors

Mr. Desmond Brennan  
Sister Ruth Cornwell\*  
Staff Sergeant Ronald Cruse  
Regional Councillor Ken Edge  
Mrs. Marjorie Farrell  
Dr. R. M. Lancaster, M.D.  
Mrs. Joan O'Hara  
Regional Councillor Peter Peterson  
Mrs. Audrey Quinn  
Mr. Thomas Radigan  
Mrs. Therese Speagle  
Regional Councillor Robert Wade  
Miss Norma Walsh  
Reverend Lawrence Walsh  
Regional Councillor Betty Ward  
Mr. Norman Westbury

\*Resigned during the year

## Committee Chairmen

### Executive Committee

Dr. J. E. Csordas, M.D., CM

### Finance Committee

Mr. J. J. Brown

### Accommodations Committee

Regional Councillor P. Peterson

### Adoption Policy Committee

Mr. J. J. Brown

### Moral Issues Advisory Committee

Reverend Lawrence Walsh

### Negotiating Committee

Dr. W. Ross Barlow

### Nominations Committee

Dr. W. Ross Barlow

### Personnel Committee

Reverend Lawrence Walsh

### Public Relations Committee

Mrs. A. Quinn

### Services Committee

Staff Sergeant R. Cruse

### Volunteer Committee

Mrs. A. Quinn

## Staff as of December 31, 1981

### Administration

Miss G. J. Gibbons, Executive Director  
Mr. J. Hayes, Assistant Director,  
Director of Services  
Mr. M. Lynn, Business Administrator  
Mrs. A. Genereux, Solicitor

### Secretaries

Mrs. B. Cox  
Mrs. C. Brennan

### Service Delivery Team No. 1

Supervisor, Mr. G. Smith  
Mrs. C. Belmore  
Mr. D. Birtwistle  
Mrs. N. Ezergailis  
Miss O. Furda  
Mr. T. Keleher  
Mrs. S. Light  
Mrs. L. Nikolaus  
Miss J. Peddle  
Mr. F. Tomczyk

### Service Delivery Team No. 2

Supervisor, Mrs. R. Schauenberg  
Mrs. S. Chapman  
Mrs. P. Forbes  
Mrs. R. Hasick  
Mrs. M. Hauser  
Miss T. Pitt  
Mrs. J. Soede  
Mrs. V. Veerman

### Intake and Abuse Intake

Supervisor, Mr. R. Light  
Mrs. P. Webber-Callaghan  
Mrs. D. Jones  
Mrs. T. McGillivray  
Miss R. Niedra  
Ms. M. Peckham  
Miss B. Wickware  
Mrs. J. Howard\*

\*on maternity leave

### Adoption, Unmarried Parents and Play Therapy

Supervisor, Miss B. Kemp  
Mrs. S. Caughran  
Mr. T. Ferris  
Mrs. E. Garland  
Mrs. A. Levitt  
Mrs. P. Lythgoe  
Miss M. Woods

### Placement and Family Enrichment

Supervisor, Mrs. E. Zaborsky  
Mr. D. Crouch  
Mrs. I. Linkletter  
Mrs. T. Marini +  
Mr. P. McInnes  
Mrs. H. Peter  
Mrs. J. Rogers  
Miss E. vanWoudenberg  
+ on educational leave

## Volunteer Services

Supervisor, Mrs. S. Johnson  
Mrs. D. Baulch  
Mrs. A. Forbes

## Office Staff

### Accounting & Statistical Services

Mr. S. Jones  
Mrs. D. Bedini-Keleher  
Mrs. K. Bishop  
Mrs. L. Bury

### Reception, Switchboard & Clerical Services

Mrs. N. Hickey  
Mrs. A. Persaud  
Mrs. M. Whinton

### Secretarial

Mrs. P. Archer  
Mrs. M. Martel  
Mrs. L. Walsh

### Official Guardian Reports

Mrs. P. Brunskill  
Mrs. D. Zamperin

### Psychometrist

Mrs. L. Luubert

### Foster Parent Association Executive

Mr. V. Micallef ..... President  
Mr. H. Drobot ..... 1st Vice-President  
Mr. R. Pilon ..... 2nd Vice-President  
Mrs. Y. Smith ..... Treasurer  
Mrs. B. Danson ..... Secretary  
Mrs. C. Chynoweth ..... Children's Services  
Mrs. E. Irwin ..... Children's Services  
Mrs. M. Potter ..... Tel. Convener  
Mrs. R. Mooney ..... Past President

### Group Home Parents

Mr. & Mrs. C. Murken  
Mr. & Mrs. L. O'Rourke

### Auxiliary Executive

Mrs. M. Tolmie ..... Honorary President  
Mrs. M. Farrell ..... Past President  
Mrs. M. Louch ..... President  
Mrs. A. Costelloe ..... Vice-President  
Mrs. L. Brown ..... Secretary  
Mrs. S. Sullivan ..... Treasurer  
Mrs. L. Popiez and  
Mrs. J. Williams ..... Membership

THE CATHOLIC CHILDREN'S AID SOCIETY  
of Hamilton-Wentworth  
627 Main Street East, Suite 302  
Hamilton, Ontario

# The Catholic Children's Aid Society



of Hamilton-Wentworth

Annual Report 1980

## The President's Report

As we come to the close of another year for The Catholic Children's Aid Society of Hamilton-Wentworth, we must admit to a renewed sense of optimism. The implementation of the global funding policy, and a Service Plan concept has for the most part proceeded smoothly, allowing your Board of Directors a long-needed degree of flexibility in planning for the future. Gone are the days of "ad hoc" reactions to various pressures from the Ministry of Community and Social Services. While there are still a number of peculiar restrictions (such as requiring specific Ministry approval for any capital expenditure exceeding \$250.00) for all intents and purposes, the Agency now controls its own destiny and can set short, middle, and long-term goals in the interests of efficient management.

To this end, your Board of Directors has initiated several steps to upgrade the productivity of your Agency. First, in order to free Professional Staff, the position of Business Administrator was created. Second, your Agency is acquiring a computerized data management system which will provide benefits to Administrative Staff, Management Staff, Professional Staff, and the Board of Directors in implementing the Service Plan concept and in satisfying the Ministry's apparently insatiable appetite for statistical data. Third, the Board has examined the problem of our present inadequate facilities and has decided our present location can be updated to accommodate our present and future needs. To this end, we hope to begin the first stage of renovation in the near future. Finally, I must acknowledge our excellent, very close working relationship with the Regional Municipality of Hamilton-Wentworth, which provides 20% of the funding for our Agency.

Now the bad news. Lest we become complacent about our achievements, I must point out that there are a number of problem areas requiring our attention and vigilance. For example, a child in our care was recently transferred to the care of another agency by order of Judge Thomson, Associate Deputy Minister, Ministry of Community and Social Services, for the Province of Ontario, in order that a "therapeutic" abortion could be performed, despite our best efforts to prevent this occurrence. This case reinforces our community's need for The Catholic Children's Aid Society.

Another area that requires attention concerns the Ministry's method of allocating funds to the two Agencies in this Region. The recently announced funding formula is based on population served and other factors. The net result is that The Catholic Children's Aid Society provides services for 40% of the population, but is allocated only 32% of the funds available. A similar discrepancy exists for the other Catholic agencies in the Province, and we have approached them to initiate joint action in remedying this injustice.

Lastly, despite a Province-wide publicity campaign, the perennial problem of recruiting new foster parents remains with us. It is apparent that until the Provincial Government allocates sufficient funds to allow Foster Board Rates to at least keep up with inflation, the situation will not improve.

All in all, it was a pretty good year. Your Board of Directors looks forward to your support and prayers in the coming year so that The Catholic

Children's Aid Society of Hamilton-Wentworth can continue to provide high-quality services to the children entrusted to our care.

Dr. James E. Csordas  
President  
The Catholic Children's Aid Society  
of Hamilton-Wentworth  
Annual Meeting, March 18, 1981

## Report of the Executive Director

The other day I was filling out a form which I had never seen before. It was a report to the Chancery Office of the Diocese of Hamilton in regard to the number of individuals who receive service from this Society. This is part of the report of the Diocese of Rome, on services provided to Catholic families and children. I was amazed to see, as I began to count the people who had had contact with the Society during 1980, that this number exceeded 8100 and that in fact 6,164 people received some type of service from the Agency during 1980. Who were these people and what types of service did they receive? The front door of the Society is the Intake Services of our Family Services Department. To this Department come all types of requests for services for children and families. On any one day the calls will consist of a mother having serious problems in coping with her children. Now that her husband has left the home, she may not be able to manage her children alone, and is looking for some help in developing better skills in parenting. At least two or three calls will be from parents who are expressing concern about their difficulty in coping and managing their teenage children. Often the complaint and the concern expressed is that their child will not listen to them or obey the rules and orders of the home. Other calls will be from schools, doctors or nurses about the inadequate care children may be receiving at the hands of their parents. Very often it may be one parent who is expressing concern about what is happening in their home, and asking for the assistance of the Society in order to resolve the family difficulties which lead to problems with their children. By law, the Society must respond to each one of these requests for help and provide some type of service.

To a number of these families, short term counselling and assistance from this Society is provided. Another substantial group of parents who will accept referral to another Agency, may be referred to one of the other voluntary Agencies within the Community, if, in fact, the parents are prepared to take a look at what is happening with them and their children and there is no high risk situation involved. In a situation where Child Abuse is involved, this means an immediate response in interviewing the family, and those people involved in that child's life within the next 24 hours. A serious case of Child Abuse involves immediate action from the Society.

We often find that abusing parents are parents who have a number of serious difficulties. They might have difficulty in knowing how to adequately discipline their child. This is particularly difficult for those families where there is a cultural conflict. For some of our clients, it is difficult to see their children, particularly their daughters, absorb the Western ways, when this is foreign to them because of their own cultural background. These families present a particular challenge

to the Society in trying to help the child live within the two cultures.

To assist with the provision of service to families a variety of volunteer programmes have developed over the years and they have been particularly useful for special groups of parents. Some of these programmes are already mentioned in the Annual Report, but particularly I feel I would like to mention the Afternoon Break programme developed by the Auxiliary which was designed to serve single Moms with small children as well as foster parents hard pressed to cope with some of the children in their homes.

This Project which operates out of First Place, has, in fact, recruited many other individuals who use the service but who are not known to the Agency. It is becoming evident as the programme develops, that an additional component of an educational programme for mothers, or even just a mothers' group, needs to be started.

The other programme that I would like to mention is the Tutoring Programme which sees the offices of the Society inundated with volunteers and children receiving needed help in school work. For the child with a low self-image, the feeling that his school work has improved and that he can keep up with his classmates, is of immeasurable importance.

## Services

Another group of clients who receive services through the Family Services Department, are the single unmarried mothers who are requesting assistance in planning for their child and themselves. This year we noted the increase in the number of unmarried mothers who are seeking our service, and again, the majority of these mothers are deciding that they wish to keep their child. For these mothers, a whole variety of programmes must be initiated consisting of very specialized resources to help the parents sort out their parenting skills and determine whether they can meet the needs of their children. A variety of specialized foster programmes have evolved to help these mothers in learning parenting skills. The Society continues to be involved in community activities in working with groups of unmarried mothers to help them to learn about community resources which will be of assistance to them and their children.

As this high level of activity continues in Family Services, we need to look at what happens to those children who cannot benefit from the counselling services but, in fact, must come into the care of the Society. This year we noticed a substantial drop in the number of children admitted to care. 236 in 1980 as against 250 children admitted the year before. At the same time, the number of discharges from care during the year was more than the admissions so that once again, our Society ended 1980 with fewer children than the year previously. The trend has continued over the last number of years, and while the declining population may be part of the reason for the smaller number of children in care, it is evident that some of the ongoing programmes of the Society have done much to help and support families to cope.



The PACT Programme designed as an after-school programme in 1979, was funded through a grant from Canada Manpower (Canada Works Project) and stopped in January 1980, because of lack of funds for ongoing service. When funds become available again, we would like to look at re-instituting a similar type of programme to provide specialized after-school programmes for some children who experience difficulties in communicating with their parents.

During the summer months, the Society was able to develop a programme under the Summer Works Programme (Canada Manpower) designed to provide recreational activities for children both in foster homes and in their own homes. A gallant group of four young ladies under the supervision and direction of Miss Carol Thompson, provided a variety of outings; trips to Conservation Areas, nature walks, visits to Recreational Centres and a wide variety of other activities. Some of the older youngsters in the programme embarked on some cooking sessions and at times used the small kitchenette in the Agency to whip up some interesting and provocative meals. These types of programmes are valuable in helping young people to prepare for life when they will assume responsibility for their own care. This programme was viewed as such a valuable resource that at the end of the programme, it was decided that we would continue one of the staff, Miss Carol Thompson, as a recreational worker, to develop afternoon and evening programmes for children. These programmes have been extremely well received by clients of the Agency who tell us how supportive and helpful they have been to the parents. The problem is that there are many more clients than staff available to assist in these programmes.

For the children who must live away from their family, foster care is our first method of meeting needs. As in previous years, foster home resources were hard pressed to meet the needs despite the addition of two staff members who were engaged to work at the area of recruiting foster homes for retarded children and foster homes for adolescents. In addition, the Ministry of Community and Social Services developed their Foster Care Awareness Campaign followed by a Foster Care Recruitment Campaign in the Fall of 1980. Despite these efforts, the Society was not able to recruit an increasing number of foster homes. Mr. David Crouch, who is the person responsible for the Alternate Care Programme for retarded youngsters has shown that it is possible to recruit people who are prepared to open their homes to provide care to retarded youngsters. A recent article in the Hamilton Spectator pointed to one success story. For those children who must live away from their families, we are finding that foster care is not the total answer to these children's needs, and so generally, we have had to add in extra resources, to assist the youngsters.

### Lack of Resources

We are concerned about the number of very disturbed young people who are coming to the attention of the Children's Aid Society and who tax our resources. I can think of two cases during 1980 involving children where hours if not weeks of effort were spent in trying to find a placement for these youngsters. One young lady in her teens had an extremely disturbed background with a history of fire-setting. While in care these tendencies continued and as a result there were few places prepared to accept this type of youngster. Most of the group homes as well as foster parents are

unwilling (naturally) to accept a child who is a danger to them because of their incendiary habits. Only after considerable effort, including admission to a psychiatric facility, going through a number of our own resources, was the Society able to admit this girl to a psychiatric resource. Here, it is hoped after a few years of treatment she will be able to return to the community.

The second child involves a youngster who is schizophrenic and severely disturbed. This youngster at times flares out at people in a really violent way, and as a result, he has worn out or exhausted foster parents, parent therapists, and a number of other group home facilities. Because of the nature of his illness, few people and few specialized resources are prepared to admit this child. After spending many hours and dollars on telephone calls to almost all the resources providing such substitute care in this Province, the child was admitted to one of the facilities on a trial basis. He remains there to-day, but I notice that he will soon need to leave that facility since it is planning to close its doors due to hard pressed financial difficulties. Once again, the Society will have to look for specialized resources for this young person.

Those children who could benefit from adoptive placement were placed with families as soon as possible. This year there was a marked increase in the number of children who were placed with adoptive families, a total of 47 from a previous 34. Two adoptive placements, I remember very clearly, involved children with multiple physical handicaps who finally were able to be placed for adoption; one with the adoptive parents with the understanding that a subsidy would be sought for this family, the second out of our own area with a family prepared to accept a child with very special needs. During the year, one of the students from the School of Social Work at McMaster University, assisted an adoption worker, to provide an educational programme for couples awaiting the completion of a homestudy. The individuals involved in this programme found it helpful to them and hoped it would continue in the Agency. If sufficient resources can be made available it is the hope of the Society that this would become an integral part of our ongoing services.

The Society also has many commitments to outside groups with whom they are involved. In looking at the more than 16 groups to which the Society has a commitment as a Community Agency, there needs to be an examination of staff commitments to these programmes and whether we need to look at the basics of providing service to the people who come to the Agency. Certainly, administrative and supervisory staff have been stretched beyond capability to meet both the supervisory needs within the Agency as well as those community based service demands. Towards the end of the year, the Management Group examined all of these needs and decided that 1981 would have to be a year when the internal demands of the Society would have to come first. At a future time when there are more adequate resources at the supervisory and administrative level, greater involvement can once again be initiated in the community.

Staff turnover continued to be very high particularly in the area of Family Services. In addition, 1980 was the year of the baby and a total of seven staff have either been on maternity leave, are presently on maternity leave or will be leaving on maternity leave. Other staff added to their family by adoption. With all these changes, comings and goings, it was indeed an accomplishment for the staff to meet so many and diversified needs through the year. 1981 will continue to present a number of challenges to the Society with the new Service Plan Model, with emphasis on efficiency and effectiveness within the Agency.

1980 was a successful year because of our involvement with so many other capable people within the Community and those of the staff of the Society. My personal thanks must be expressed to the so many people who constantly assisted us in our work and to the staff of the Society, who as I said against many changes, provided a truly Christian concern to each person who came to their attention. To the volunteers who always provided those extra services to the clients of the Society, particular thanks must be given to the quartet of retired gentlemen who provided driving service to children of the Agency. They are Mr. John O'Connor, Mr. Joe Noon, Mr. Bill Barlow, and Mr. Jim McGraw.

My thanks are also extended to the Auxiliary who are always there to respond to requests for a new or needed service whether it be in the area of specialized funding for particular projects, or a specialized programme that they responded to in their own very specialized way and to the Board of Directors and the Committee members who met many times to resolve difficulties, and plan for the future.

We appreciate the support we have always received from His Excellency Bishop Reding, the Regional Municipality of Hamilton-Wentworth and the Regional Chairman Anne Jones, and all of those many friends in the Community who have assisted us during the year. We are indeed rich to have so many friends to help the families and children for whom we are responsible.

This Report is respectfully submitted

(Miss) Georgina J. Gibbons  
Executive Director  
The Catholic Children's Aid Society  
of Hamilton-Wentworth  
March 18, 1981

### Family Services Department

1980 was indeed a busy year in the Family Services Department, with increases in requests for services by some 36%. In addition, people seen for only Brief Services or Emergencies also increased some 60% from the previous year.

Staff were hard-pressed to meet the many and varied demands of clients. However, the greater emphasis on services to families and children in their own home did allow us to close even more cases than we opened during the year. This meant that many of our services were geared to short-term involvement with families to help them at points of crisis in their life. We recognize that it will be necessary for some of these families to come back to the Agency in future years, however, this, at the present time, is the best way of providing services with the resources available.

Child Abuse continues to be a significant factor in our service delivery system. The number of referrals increased by 26% between 1979 and 1980, from 130 cases to 164 cases. In respect to the statistics, we note that, in the majority of cases, (54), the mother was named as the abuser; 110 of the cases were classified as physical abuse, 36 as sexual and 16 as high risk. The greatest age concentration was in the 0 to 3 years of age group. This is in keeping with statistics from all over North America as to the high risk involved with young children.

All cases of Child Abuse that are referred to the Agency are investigated by a highly-skilled, trained, acute care team of two staff members. Susan Chapman and Ruta Niedra are the people who assume this awesome responsibility, under the supervision of Jack Hayes, the Assistant Director.

The support services which are provided by the Family Enablers who go into the homes to help parents with parenting and child rearing skills, and the Play Therapist, in their work with individual children and their family, have helped many families to begin a new and better relationship.



## Children's Services Department

During 1980 the number of children admitted to care, took a downward trend so that hard-pressed staff and resources were better able to cope with them. In addition, many of the children stayed for short periods of time and were able to return to their own family with resources provided by other departments of the Society. Of the 236 children admitted to the care of the Society, there was an increased number of children who were in the pre-school and school aged group who required a great deal of specialized care. We noticed that a number of pre-schoolers needed a very specialized foster care with increased specialized Day Care and other programmes.

Another trend was the increasing number of older children referred to the Society by the Court, Probation and After-Care Services. These were youngsters who previously would have gone to Training School, and had come into conflict with the Law. These children present a real challenge to the Society which tries to develop programmes that will help them.

A third trend in respect to children's placements concerned those children who are seeking independent living and are, as a stepping stone to their independence, moving into private facilities with supervision by the Society.

During the year, the Ministry of Community and Social Services, approved the financing of the Alternative Care Project, which involved a Community developed programme for finding alternate placements for children who, otherwise, would have gone to institutions for the retarded. Both Children's Aid Societies are funded on a one year trial basis for this programme. The purpose is to see that with specialized foster board rates and additional staffing and training available, whether or not we will be able to have children diverted from outside facilities for the retarded.

The second project funded on a time limited basis, allowed the Society to hire an additional staff member in placement resources. This person was hired to recruit foster parents for adolescent children. With the two additional staff it had been our hope that we would be able to increase the number of very valuable foster homes for the children in the care of this Agency. This did not happen since we ended the year with exactly one more home than at the end of 1979. While the number of enquiries to foster remain at a very high level, in fact, a 25% increase over 1979, the number that proceeded to application was actually three less than those applications in 1979.

The Society saw a decrease in the number of adoption applications. However, enquiries about adoption remained very high. This year we experienced more placements of children on adoption than in previous years an increase of 12 children from 1979. While the majority of children were healthy, normal infants, the Society was able to place a number of severely handicapped children in permanent homes.

## Public Relations Department

The Public Relations Department has been active and involved in making public the needs of the Society in both the community at large and in the parishes.

An important focus of this Department has been directed to making Catholic families aware of the urgent need for foster homes for children and adolescents and over 60,000 Brochures on the need for Foster Homes have been distributed throughout the parishes. In addition the Department co-ordinated the Society's involvement in the Foster Recruitment Campaign sponsored by the Ministry of Community and Social Services.

The Department has participated in and co-ordinated public education, speaking engagements, seminars and radio and television appearances. Newspaper articles

designed to keep the community aware of the Society's philosophy, needs, services and programmes have been initiated and co-ordinated.

Public Relations assistance has been given to the Society's Staff and various Departments. Advertisements have been designed to publicize the special needs of the Society.

Over 2,300 Public Relations Information Kits for broad spectrum use have been distributed throughout the community.

Efforts made by this Department have served to enhance the image of the Society in the community. Excellent co-operation has been received from the Media, the Parishes, other organizations, other Children's Aid Societies, our own Auxiliary and many Staff and Board of Members. This has assisted this Department in making the Society high profile in the Community, in order to better meet the needs of the children and families it serves.

## Volunteer Department

The work of volunteers with the Society continued to expand this year with emphasis on preventative programmes.

"Afternoon Break" a programme designed to allow client parents and foster parents an afternoon away from their pre-school children, started in the Spring. The idea for this programme originated with our Auxiliary who have given us continued strong support. There are planned nursery school activities for the older children as well as rooms for toddlers and infants.

An expanded summer activity program led to a year round recreation programme to meet the needs of children and adolescents who need to learn social skills and how to use their community effectively. Volunteers assist the recreation worker in all aspects of this programme.

A long awaited idea is about to become a reality with the opening soon of our Toy Lending Library. Thanks to funding from the Junior League of Hamilton-Burlington, our first toys are purchased and the portable library built. The idea of this venture is to introduce good educational toys to young children in their own homes and in foster care, to provide pleasure and fun for children, and promote good interaction between family members.

A tutoring programme especially for children with learning disabilities runs three nights a week, with volunteer tutors trained in the Dr. Stott method. We have worked closely with parents and schools and are happy to see significant progress with the children.

A life Skills programme for adolescents who are preparing for independence is just starting. Our first course is being offered to teens in our group homes, and is being co-led by staff and volunteers.

These are the highlights of this year's activities but many of other programmes such as S.T.E.P. (Systematic Training for Effective Parenting) and Special Friend, continues to flourish. Without our faithful and caring drivers many of our programmes could not operate, they are overworked but continue to assist us in every way possible.

May we take this opportunity on behalf of the Society and staff, to thank all our volunteers for their dedication, enthusiasm and patience. They are an inspiration to us all.

We do need more volunteers in all our areas, and we urge you to join us, you would be most welcome.

## The Auxiliary

The Auxiliary members were involved in the "Afternoon Break" and S.T.E.P. Programmes. "S.T.E.P." Systematic Training for Effective Parenting, is a group discussion course to improve communications within families. Approximately one hundred and fifty-eight have participated in the course over the past two years. Workshops and Presentations have been made for staff members, the Foster Parents Association and the girls at Grace Haven and St. Martin's Manor.

Members have answered phones during the Foster Parent Campaign and also have manned the Public Relations Department's Foster Parent Promotion Booth at Jackson Square.

Household articles, clothing, playpens, strollers, car seats, etc. have been located, donated or purchased by the Auxiliary.

The "Baby Room" has been tended by an Auxiliary member.

Fund Raiser (Las Vegas Night '80) was a successful venture providing:

1. A net profit of \$1,114.74.
2. An opportunity for members of The Catholic Children's Aid Society staff, foster parents, high school students, Auxiliary members and other community groups to work and share

3. An opportunity to make this community aware of the existence and work of The Catholic Children's Aid Society and the Auxiliary.

The Van was purchased, in part, with Auxiliary funds, raised at a previous Las Vegas Night, is being used extensively now for a year round recreational programme for the Society.

An applicant is presently being considered for the Mary Tolmie Fund.

Continuing personal contact with all C.W.L. Presidents has been stressed over the past few years.

A team has been visiting C.W.L.'s to make a presentation on the role and activities of the Auxiliary and the volunteer areas of the Society. Auxiliary members have assisted with the preparation and serving of the luncheon at the monthly board meetings and at The Catholic Children's Aid Society Annual Meeting.

A new area for volunteer placement is the Toy Lending Library. Already a few of our members are busy making attractive bags for the toys.

A letterhead stationery was designed for us by the Sisters of The Precious Blood Convent. This stationery was used for thank you letters to contributors for our Las Vegas Night and for a general information letter that was recently sent to all C.W.L. Presidents and members and friends of the Auxiliary.

A Social Information Night is planned for April 30, 1981 at 8:00 p.m. at the Chancery Office meeting room, where a panel will present concepts of the Projects and work done by the Auxiliary Membership.

I would like to take this opportunity to thank the Director of The Catholic Children's Aid Society of Hamilton-Wentworth, Miss Georgina J. Gibbons, the Assistant Director, Mr. Jack Hayes, the Volunteer Co-ordinator, Mrs. Sheila Johnson, the Public Relations Co-ordinator, Mary Kiss, the members of the Board, the staff of the Society, the Foster Parent Association, the C.W.L. Councils and numerous other organizations, for the direction, encouragement and assistance that has been shown to me personally, and to the Auxiliary as a whole.

I wish to thank the members of the Auxiliary for allowing me the honour of being President

Your many gifts of personal commitment, time, friendship, caring and sharing of your love, skills, and talents for the good of the children and their families of our community, has been a constant revelation to me.



# FINANCIAL REPORT FOR THE YEAR 1980

## REVENUE

Province of Ontario	\$1,723,723.92	76.05%
Regional Municipality of Hamilton-Wentworth	428,203.00	18.89%
Other Children's Aid Societies	11,559.30	.51%
Special Allowance - National Health & Welfare	66,448.38	2.93%
Maintenance from Parents	7,117.94	.31%
Memberships and Individual Donations	3,471.33	.15%
Miscellaneous (Interest, Fees for O.G. reports, etc.)	25,958.63	1.16%
<b>TOTAL REVENUE</b>	<b>\$2,266,482.50</b>	<b>100%</b>

## EXPENDITURES

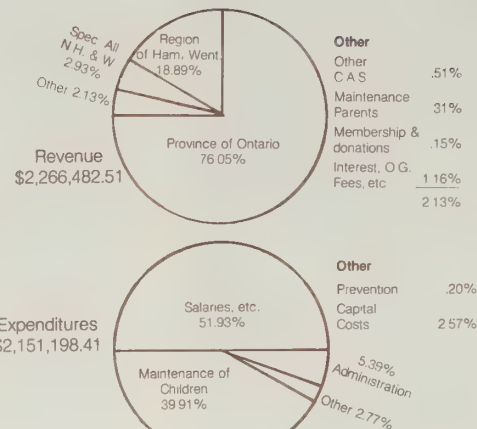
Salaries, Fringe Benefits, Travel, Training and other Staff Expenses	\$1,117,107.36	51.93%
Maintenance of Children in Substitute Care (Foster, Group Home and Institutional Cost, Education, Clothing and all other expenses to maintain children)	858,481.80	39.91%
Prevention Services (Recreation and Play Therapy, Supplies, Emergency Assistance)	4,311.35	.20%
Capital Costs *(Office Equipment) Plus Equipment for Children	55,397.89	2.57%
Administration (accommodation, telephone service, postage, office supplies, etc.)	115,900.01	5.39%
<b>TOTAL EXPENDITURES</b>	<b>\$2,151,198.41</b>	<b>100%</b>

\* Principal item is a computer

Excess of Revenue over Expenditures	\$ 115,284.10
Adjusted by:	
Add	
Reserve for orthodontic services no longer required	1,905.00
Subtract	
Deficit at beginning of year	64,267.12
Balance at end of year (December 31, 1980)	\$ 52,921.98

This balance has been allocated towards alteration costs with permission of the Regional Municipality of Hamilton-Wentworth and the Ministry of Community and Social Services, Province of Ontario.

The audited statement of E. P. Nolan, Chartered Accountant, for the year 1980 as approved by the Board of Directors by motion on March 16, 1981, is on file in the offices of the Society at 627 Main Street East, Hamilton, Ontario



## STATISTICS

	1979	1980	Change (Decrease)						1979	1980	Change
<b>Family Services</b>				<b>Unmarried Parents' Services</b>					<b>Foster Care</b>		
New and Re-opened Cases	464	632	36.21%	New Cases	56	63	12.5%	Homes Open at Beginning of Year	113	108	(-4.42%)
Carried over from Present Year	311	299		Carried Forward From Previous Year	88	54		New Applications	34	31	(-8.82%)
Total Open Cases	775	931	20.13%	Total Cases Open During Year	144	117	(18.75%)	Applications Approved	19	20	5.26%
Cases Closed	476	672	41.18%	Cases Closed	90	55	(62.5%)	Homes Closed	24	19	(20.83%)
Carried Forward to Next Year	299	259		Cases Carried Forward To Next Year	56	62	7.14%	Homes Available at End of Year	108	109	.92%
Brief Services	377	634	68.17%					Enquiries Which Did Not Proceed to Application	58	73	25.86%
Children Served in Own Home	1635	1910	16.82%	<b>Adoption</b>				Staff	52	54	
<b>Children's Services</b>				Applications	82	52	(36.59%)				
Admission to Care	250	236	(5.6%)	Homes Approved	64	40	(37.24%)				
Children Carried Forward From Previous Year	229	222	(3.06%)	Children Placed	35	47	(38.24%)	<b>Cost of Operation</b>	<b>\$2,002,512.14</b>	<b>\$2,151,198.41</b>	
Total Number of Children Receiving Substitute Care During Year	479	458	(4.38%)	Private and Family Adoption Reports	18	3	(83.3%)				
Discharged from Care	257	241	(7.00%)	Adoption Orders Obtained	36	38	5.56%				
Children Receiving Substitute Care at End of Year	222	217	(.22%)	Brief Services and Enquiries	83	87	4.82%				

## The Board of Directors 1980

President	Dr. James E. Csordas
Past President	Dr. W. Ross Barlow
1st Vice President	Mr. Dermot Nolan
Treasurer	Mr. William Barlow
Spiritual Advisor	Rev. J. J. Dwyer

## Directors:

Mr. William Barlow
Dr. W. Ross Barlow
Mr. J. J. Brown
Miss Dorothy M. Cauley
Sister Ruth Cornwell
Staff Sgt. Ronald Cruse
Dr. James E. Csordas
Mr. John M. Dean
Reg. Councillor Ken Edge
Reg. Councillor Pat Ford
Dr. Dan Kraftcheck
Mr. Dermot Nolan
Mr. Joan O'Hara
Reg. Councillor P. Peterson
Mrs. Audrey Quinn
Mr. Thomas Radigan
Mr. H. Somerville
Mrs. Therese Speagle
Reg. Councillor R. Wade
Reverend Lawrence Walsh
Mr. Norman Westbury

## Committee Chairman

Executive Committee	Dr. J. E. Csordas
Finance Committee	Dr. W. Barlow
Services Committee	Mr. J. J. Brown
Moral Issues Committee	Rev. L. Walsh
Nominating Committee	Dr. W. Ross Barlow
Negotiating Committee	Dr. W. Ross Barlow
Personnel Committee	Rev. L. Walsh
Public Relations Committee	Mrs. A. Quinn
Volunteer Committee	Mrs. A. Quinn
Accommodations Committee	Reg. Councillor P. Peterson

## Staff (as of December 31, 1980)

<b>Administration</b>
Miss G. J. Gibbon, Executive Director
Mr. J. Hayes, Assistant Director
Rev. J. J. Dwyer, Spiritual Advisor
Mrs. M. Kiss, Public Relations Co-ordinator
Mrs. Genereux, Solicitor
<b>General Office</b>
Mr. S. Jones, Office Manager
<b>Office Staff</b>
Mrs. P. Archer
Miss D. Bedini
Mrs. K. Bishop
Mrs. C. Brennan
Mrs. L. Bury
Mrs. B. Cox
Mrs. J. Howard

Mrs. N. Hickey
Mrs. M. Martel
Mrs. A. Persaud
Mrs. B. Smith
Mrs. L. Walsh
Mrs. M. Whinton
Mrs. L. Lupert, Psychometrist
Official Guardian Reports
Mrs. P. Brunskill
Mrs. D. Zamperin

## Children's Services

**Supervisors** Miss B. Kemp  
& Mrs. R. Schauenberg

Mrs. K. Becka  
Mr. D. Birtwistle  
Mrs. S. Caughran  
Mr. D. Crouch  
Mrs. M. Hauser  
Miss G. Kerr  
Mrs. J. Soede  
Mrs. V. Veerman  
Mr. P. McInnes  
Mrs. L. Nikolaus  
Miss J. Peddle  
Miss M. Woods  
Miss E. Van Woudenberg  
Mrs. E. Zaborsky

## Family Services

Mr. R. Light & Mr. G. Smith, Supervisors	
Mrs. S. Chapman	Mrs. S. Light
Mrs. N. Ezergailis	Mrs. P. Lythgoe
Mr. T. Ferris	Miss R. Niedra
Mrs. P. Forbes	Miss M. Peckham
Miss O. Furda	Mrs. H. Peter
Mrs. E. Garland	Mr. B. Pippin
Mrs. R. Hasick	Mrs. T. McGillivray
Mr. T. Keleher	Mrs. P. Webber-Callaghan
Mrs. A. Levitt	Mrs. C. Marini

## Volunteers

Mrs. S. Johnson, Supervisor
Mrs. A. Forbes
Miss C. Thompson

## Group Home Parents

Mr. & Mrs. C. Murken
Mr. & Mrs. L. O'Rourke
Mr. & Mrs. N. Westbury

## Auxiliary

<b>Executive</b>	
Mrs. M. Tolmie .....	Honorary President
Mrs. A. Quinn .....	Past President
Mrs. M. Farrell .....	President
Mrs. M. Louch .....	Vice-President
Mrs. J. Marcotte .....	Secretary
Mrs. L. Borbath .....	Treasurer
Mrs. J. Tywonek .....	Membership

THE CATHOLIC CHILDREN'S AID SOCIETY  
of Hamilton-Wentworth  
627 Main Street East, Suite 302  
Hamilton, Ontario  
L8M 2J5

# The Catholic Children's Aid Society of Hamilton-Wentworth

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## Annual Report 1979

GOVERNMENT DOCUMENTS

N/MUNICIPAL

Susan Raymond of St. Thomas More High School was the winner of our Logo Contest this past year. This is how Susan described the Logo and the Philosophy which influenced her when she designed the Logo which is on our front page.

"I found the foremost aim was to help children. This may be the care, protection and adoption of children; counselling to parents and to children or the parenting skills and programs offered to single parents and unmarried mothers, that will eventually help the child.

This is the reason why, in the symbol I have designed, there is a child with his arms outstretched for help, and an adult's hands, open and offering assistance. There is also a large C and a small C around the child and part of an A around the hands. These represent Catholic Children's Aid. The cross between the two is the symbol of the Catholic religion. The smaller C around the child, while meaning children also represents his world and is being surrounded and protected by the larger C which signifies Catholic. The hands extending from the A, which signifies Aid, represents the help offered. The cross unites both the helping hands and the needy child signifying the unity of the Church. I hope to have shown through this symbol the basic philosophy of the Society."

### Our Philosophy

The Catholic Children's Aid Society of Hamilton-Wentworth was established 25 years ago as a result of the concern of the Catholic Community for the welfare and the rights of Catholic children and families.

The Philosophy of the Society affects everything it does in its work with children and families and is based on the belief:

- that every child and every person has a basic dignity as a human person, given by God.
- that every child is a growing human being with rights and needs which must be respected and met, so that he or she might realize his or her full potential.
- that each child must be enabled to develop a satisfactory relationship to his or her family, community and Creator.
- that the family is the primary unit of Society and that a child's needs are best met within his or her own family wherever possible.

### The President's Report

It has not been a dull year for the Catholic Children's Aid Society of Hamilton-Wentworth! At various times we had budgetary problems, we had cash-flow problems, the Ministry of Community & Social Services tried to slash our budget by \$400,000, we had our first-ever strike, we had our first-ever Child Welfare Review Hearing, and on and on. In looking back over the year 1979, one might conclude that it was a terrible year, perhaps the worst in the history of the Society.

Yet — such a conclusion is not warranted. The trials and tribulations which beset the Catholic Children's Aid Society during the year, served as a focal point to bring together several disparate groups in our Catholic community in a solid, unified show of strength. Our Catholic Children's Aid Society members, our Municipal, Regional and Provincial politicians, the Clergy, Foster Parents, our Staff, the Media — all responded to support us as we moved from crisis to crisis. Even the Report of the Child Welfare Review Committee was supportive of past policies and management.

A further positive event occurred when the Minister of Community & Social Services announced a significant change in Ministry policy regarding financial controls over Children's Aid Societies. The restrictive "line by line" budget approach of past years was to be replaced by a "global" budget approach. In other words, an Agency will be allocated a sum of money, at the beginning of the year which it can spend as it sees fit to meet the particular needs of the community. The most important effect of this policy change is that once again an Agency will have a degree of autonomy and control of its own affairs that had been seriously eroded as a result of increasing interference by the Queen's Park bureaucracy.

Finally, the Ministry of Community & Social Services has acknowledged the fact that with inflation running at 10% per year, the 51 Agencies in the province could not maintain adequate levels of service if budget increases remained at 4% - 5% as in the last several years. The announced increase for 1980 is 8% — still insufficient, but a definite improvement.

For these reasons, we are satisfied with the events of 1979. Your Board of Directors is grateful for the support from all levels in the community, and pledges that the Catholic Children's Aid Society of Hamilton-Wentworth can and will con-

tinue to provide, effectively and vigorously, an even higher level of service for the children entrusted to our care.

Dr. James E. Csordas  
President  
The Catholic Children's Aid Society  
of Hamilton-Wentworth  
Annual Meeting March 26, 1980

### Report of the Executive Director

1979 was a very unique year for the Society. As the Society started its second quarter century of service to families and children in the Hamilton-Wentworth area, it experienced a truly challenging array of problems:

Funding which had been reduced in 1978, was even more curtailed in 1979. The Society was asked to reduce its Estimate of Expenditure by some 18% in July 1979. The Society experienced its first strike of social work, child care and clerical staff. It was obliged to deal with more children who must live away from their families, more children referred by the Courts and more children, by volume, than had been previously admitted to care in the last five years. At the same time, the Society was faced with the implementation of the new Child Welfare Act which came into force in June, 1979, and which affected all areas of the Society's operation. New standards in Child Abuse and the proposals in regard to residential care facilities were presented to societies for review and consideration. The new standards in Child Abuse were now in force and the Society needed to improve service to meet these standards.

Against all these changes, no wonder staff were hard pressed to try to react realistically to all and varied demands placed upon them. The net result was that the Society experienced a very high turnover of staff towards the latter part of 1979 in the critical area of family services' staff. In addition, the Society still had to struggle to maintain the number of foster homes at the level of 1978 but also was faced with the closing of the Brennan Residence, a twelve-bed Receiving-Assessment home facility in August, 1979 and the closing of one of our five Group Homes in December 1979.

How did your Society cope with these many and diverse challenges? In regard to the financial situation, after months of negotiation with the Ministry of Community and Social Services, Province of Ontario, the Society felt it had no choice but to request the appointment of a Child Welfare Review Hearing. The Report of the Child Welfare Review Hearing was quite supportive to the Society. The response of the Ministry provided some



funding for additional staff, but also, raised their willingness to review a number of areas that were of concern to the Society. In November, 1979, The Honourable Keith Norton, Minister of Community and Social Services, announced a new funding formula for 1980 which, we hope, will mean better financing and approval of the Estimate earlier in the year. During all of our negotiations with the Ministry, we had the support and encouragement of the Regional Municipality of Hamilton-Wentworth.

To meet the changing needs and demands created by the new standards, the new requests for improved services in foster care and the requirements in regard to the new Child Welfare Act, additional staff were hired to bring our services in line as required. A lawyer was hired in April, 1979 to represent the Society in the increasing number of complex situations appearing before the Court. While the social work staff who had previously acted on behalf of the Society were doing an excellent job, we felt the expertise of a solicitor was needed to represent the Society in matters where a child's best interests were directly related to our ability to present evidence before the Court. Other services were financed by obtaining special grants in the area of Child Abuse and the development of a Canada Works Project which provided for specialized, protective and preventive services to children who otherwise would have come into the care of the Society.

The Society joined with the other two Children's Aid Societies in the Hamilton-Wentworth area in sponsoring an International Year of the Child Foster Home Recruitment Campaign, co-ordinated through the Public Relations Departments. The Campaign saw tremendous support from the Community by way of financial assistance, with the result that television, newspaper and radio advertising took place all during 1979. The net result of the Campaign was that we did not lose as many foster homes as we anticipated in 1979. We managed to end the year with about the same number of homes that we began with. However, with the loss of the Brennan Residence, the Society established some specialized foster homes to deal with emergency situations. At present, the Society has only one home in operation and is most anxious to have two or three more families prepared to accept two children in emergency situations.

The loss of a Group Home at the end of 1979 reduced our own Group Home bed capacity by some one-fifth. We are grateful to Mr. and Mrs. Ray Trafford for the many years of dedicated caring they have given to the children from the Society. We wish them well in all their future endeavours.

One of the very important projects that started in 1979, and operated for the full year, was the PACT PROGRAMME, (Parent and Children Together), which was an alternative to care project sponsored by Canada Manpower through its Canada Works Programme. The purpose of the programme was to find an alternative for admission of teenagers to care. This after-school programme operated under the co-ordinated efforts of Mr. David Birtwistle, of the Children's Services Staff, who did an outstanding job in making this programme work. He was assisted by Mrs. Sandra Larson, the

Director of the programme, who struggled through many hardships in keeping this programme operational in the community. We feel that it was to a large degree responsible for keeping the number of children in care at any time, down from previous years. In fact, we ended the year with fewer children in care than we had had for many years.

In looking back at this year, while it was an extremely difficult year, with many hardships on the part of all staff, Board and committee members, who struggled long and hard to meet the obstacles and the challenges which constantly beset us on all sides, we do feel that there were a number of real, positive achievements which were made during the year. The Logo Contest came to an end and the Society established a new logo. The logo was designed by Miss Susan Raymond, a student at St. Thomas More High School in Hamilton. We were impressed with the talent and skill of so many young people and it was indeed a hard job for the selection committee composed of Miss P. Kwiatkowski of the Separate School Board Art Department, Mr. P. Clough of the Russell T. Kelley Art Department, and myself, to make the final selection and choose a winner. Certainly, we would like to have incorporated all of the logos. The most important achievement during the year was the tremendous support we received from the Catholic Community. We attempted to keep our Catholic people informed of our financial problems and our negotiations with the Ministry during the year. Certainly, the thousands of signatures on petitions which were sent to The Honourable Keith Norton, Minister of Community and Social Services, the Prime Minister of this Province, The Honourable William Davis, Dr. Stuart Smith, the leader of the Opposition and Mr. Michael Cassidy, pointed out strong support from the community. In addition, letters were written by individual Catholics in the community to the Minister on our behalf, and to local M.P.P.'s. We also received tremendous support in our financial efforts from the Region, particularly the Regional Chairman, Mrs. Anne Jones, and the local members of the Legislative Assembly. However, our greatest support came from many of the individuals and groups within the Community who assisted us in all kinds of ways during the year. Certainly, our own Auxiliary, under the very capable supervision of Mrs. Marjorie Farrell, was a constant support and encouragement to us. Her own personal involvement in the S.T.E.P. Programme and so many of the new and developing programmes was of great assistance to the Society.

During the year, many volunteers provided innumerable services to our clients, enriching their lives in ways we would not have thought of. We received financial support from numerous groups during the year to assist us with those special extras that children needed. To name just one of the groups that was of assistance to us was the Portuguese Association of St. Michael the Archangel who, in having their Annual Fair and Celebration, decided that a donation of \$2,500.00 should be made to our Society in the Year of the Child.

To the staff, who weathered some difficult storms but, nevertheless, provided excellent service to all of the clients of the Agency, a great big thank you is due. To the Board and committee members who

provided immeasurable help and met many times, sometimes three times a week to try to resolve difficulties, the thanks of the Society is due, as well as my own personal thanks.

As I look back at 1979, I do find it a year when we made many friends and also learned that we are truly representative of our Catholic community. Thank you, everyone, for helping us to carry out our work.

This report is respectfully submitted

Miss Georgina J. Gibbons  
Executive Director  
The Catholic Children's Aid Society  
of Hamilton-Wentworth  
March 26, 1980, Annual Meeting

## Public Relations

A major focus of the public relations department has been to make public the programs, services and needs of the Society in the community at large.

In addition this department has been active in joint fund-raising for the media foster home recruitment campaign with the Children's Aid Society of Hamilton-Wentworth and the Halton Children's Aid Society.

The department has participated in and co-ordinated, speaking engagements, seminars, radio and television appearances and newspaper articles designed to keep the community aware of the Society's needs, programs and services. Information kits designed for broad spectrum use in the Community, for Organizations, Libraries, Schools, High Schools, Colleges and Universities have been widely distributed and well received.

## Volunteer Department

The programs volunteers offer our families have increased this year, particularly in preventative areas. The S.T.E.P. Program (Systematic Training for Effective Parenting) began last year with two courses. It has expanded to four courses, offered in the Spring and Fall; the leaders are trained volunteers. As an extension of S.T.E.P., volunteers work as Case-Aides with families who may need help in reinforcing the concept of S.T.E.P. with their children.

Volunteers continue as Special Friends to children and single mothers; to assist foster parents by caring for their children on a short term basis. Volunteers act as interpreters and tutors, they work with the mentally and physically handicapped in carrying out exercise programs and providing stimulation. Our volunteer drivers continue to patiently help in this much needed service and to increase their participation as the demand grows. Clerical volunteers assist in heavy work periods, and knitters make lovely outfits for newborns.

Mrs. Anne Forbes joined the Volunteer Department this year and is a valuable assistant.

This year we offered an extensive training course to provide well trained volunteers in all areas.

As our volunteer programs expand, we look to new volunteers to keep them functioning. Please consider joining us. You would be most welcome.

### Children's Services:

There is a significant increase in the number of adolescents requiring specialized care and in the number of referrals to our Society by the Courts and Probation Services. Institutional costs have soared per child for the facility. There is still a need for adopting parents for older children, family groups and children who have physical or emotional problems. Foster homes are needed for children of all ages.

### Family Services.

The number of families referred to us due to child abuse continues to rise. In addition we are concerned about the number of young single mothers who are keeping their children and who have little or no knowledge of parenting skills. Our counselling and play therapy programs continue to be of assistance to children and families requiring these services.

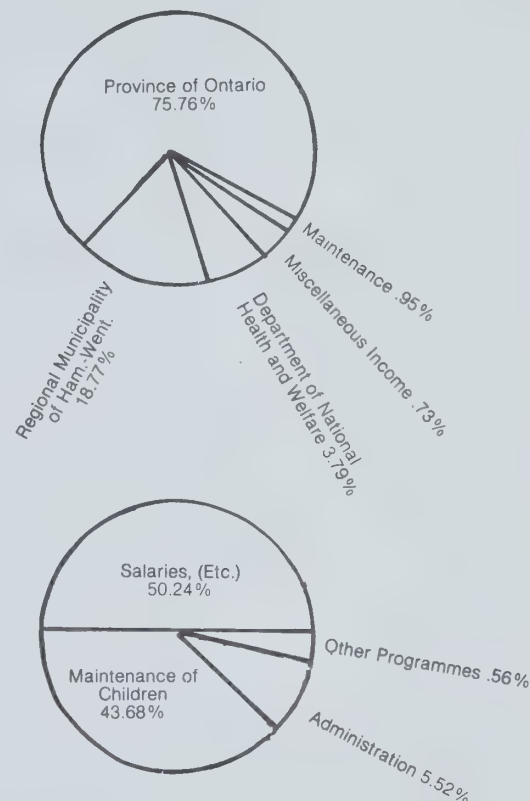
## FINANCIAL REPORT FOR THE YEAR 1979

### REVENUE

Province of Ontario		\$1,482,413.00
Regional Municipality of Hamilton-Wentworth		367,180.00
Department of National Health and Welfare		74,141.09
Miscellaneous Income		
Memberships and Individual Donations	\$ 5,612.31	
Interest	3,929.77	
Official Guardian Reports	4,632.25	14,174.33
Maintenance		
Parents	6,554.53	
Other Children's Aid Societies	12,093.79	18,648.32
<b>TOTAL REVENUE</b>		<b>\$1,956,556.74</b>

### EXPENDITURES

Salaries, Employee Benefits, Training, Mileage, etc.	\$1,006,056.19
Maintenance of Children in Care	874,689.11
Other Programme Costs	
(Play Therapy, recreation, emergency assistance, etc.	
camp for children living at home.	11,270.13
Administration	
(Accommodation, Public Relations, Advertising, Legal and Audit Fees, etc.)	110,496.71
<b>TOTAL EXPENDITURES</b>	<b>\$2,002,512.14</b>
Excess of Expenditure over Revenue	45,955.40
Add Balance as of December 31, 1978 at deficit	18,311.72
<b>Deficit as of December 31, 1979</b>	<b>\$ 64,267.12</b>



The audited statement of E. P. Nolan, Chartered Accountant, for the year 1979 as approved by the Board of Directors by motion on February 25, 1980, is on file in the offices of the Society at 627 Main Street East, Hamilton, Ontario.

	1978	1979
<b>Protection &amp; Prevention</b>		
Families Served	784	775
Number of Children in the Families	1711	1635
Brief Services	439	377
<b>Unmarried Parents</b>		
New Cases — Unmarried Mothers	57	56
Putative Fathers	2	0
<b>Total Clients Served During Year</b>		
Unmarried Mothers	143	144
Putative Fathers	12	11
<b>In Care Services</b>		
Children Admitted to Care	202	250
In Care during the Year	536	479
Discharged from Care	207	257
<b>Adoption Services</b>		
Applications	80	80
Children Placed	41	35
Staff	48.5*	52.00 *
<b>COST OF OPERATION</b>	<b>1,696,224.02</b>	<b>2,002,512.14</b>

\* Includes Institutional Staff



## Board of Directors 1979

President . . . . . Dr. James E. Csordas  
Past President . . . . . Dr. W. Ross Barlow  
1st Vice-President . . . . . Mr. Dermot Nolan  
2nd Vice-President . . . . . Mr. H. Somerville  
Treasurer . . . . . Mr. William Barlow  
Spiritual Advisor . . . . . Rev. J. J. Dwyer

Mr. William Barlow  
Dr. W. Ross Barlow  
Sister Diane Brenner  
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Dr. James E. Csordas  
Mr. John M. Dean  
Reg. Councillor Ken Edge  
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Mr. Michael Prokopich  
Mrs. Audrey Quinn  
Mr. H. Somerville  
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Reg. Councillor R. Wade  
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Mr. Norman Westbury

## Committee Chairman

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Committee . . . . . Mr. H. Somerville  
Public Relations  
Committee . . . . . Mrs. A. Quinn  
Volunteer  
Committee . . . . . Mrs. A. Quinn

## Staff (as of December 31, 1979)

### Administration

Miss G. J. Gibbons, Executive Director  
Mr. J. Hayes, Assistant Director  
Rev. J. J. Dwyer, Spiritual Advisor  
Mrs. M. Kiss  
Public Relations Co-ordinator  
Mrs. A. Genereux, Solicitor

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Mrs. N. Hickey  
Mrs. M. Martel  
Mrs. A. Persaud  
Mrs. B. Smith  
Mrs. L. Walsh  
Mrs. M. Whinton

### Children's Services

#### Supervisors

Mr. P. McDonald & Mrs. R. Schauenberg,

Mr. D. Birtwistle  
Mrs. S. Caughran  
Mr. T. Keleher  
Miss D. Norlock  
Mrs. J. Soede  
Mrs. V. Veerman  
Mrs. K. Becka  
Mrs. B. Holmes  
Miss J. Peddle  
Miss E. VanWoudenberg  
Mrs. E. Zaborsky

## Family Services.

Mr. R. Light & Mr. G. Smith, Supervisors  
Mrs. S. Chapman  
Miss P. Connolly  
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Mrs. E. Garland  
Mrs. M. Hauser  
Mrs. R. Hasick  
Miss B. Kemp  
Mrs. A. Levitt  
Mrs. S. Light  
Mrs. I. Linkletter  
Mrs. P. Lythgoe  
Mrs. C. Marini  
Mrs. S. Morrison  
Miss M. Peckham  
Mr. B. Pippin  
Miss C. Pozzo  
Mrs. M. Reitmeier

### Volunteers

Mrs. S. Johnson, Supervisor  
Mrs. A. Forbes

### Group Home Parents

Mr. & Mrs. C. Murken  
Mr. & Mrs. R. Norris  
Mr. & Mrs. L. O'Rourke  
Mr. & Mrs. N. Westbury

Mrs. L. Lupert, Psychometrist  
Mrs. P. Brunskill,  
Official Guardian Reports  
Mrs. D. Zamperin

Annual Report Editor: Mary Kiss

**HELP A CHILD —  
BE A FOSTER PARENT**

The Catholic Children's Aid Society operates under the Child Welfare Act, Revised Statutes of Ontario (1978) and amendments thereto.

The Society provides:

- Investigatory services in all cases referred to us relating to the care, protection and the well-being of children.
- Counselling to parents and children where appropriate so as to endeavour to relieve or resolve child abuse and/or deprivation situations.
- foster care on both a short and a long term basis in keeping with the needs of the child and the family within the resources available to or through the Society.
- Child management services and parenting skills through a Family Enrichment Program provided to those in need of such services.
- Foster parenting modelling program and play therapy and recreation.
- Counselling for unmarried mothers and single parents.
- Effective parenting programs (S.T.E.P.)
- Foster Parent Education.
- Service to those wishing to adopt a child.

THE CATHOLIC CHILDREN'S AID SOCIETY  
of Hamilton-Wentworth  
627 Main Street East, Suite 302  
Hamilton, Ontario  
L8M 2J5

**The Catholic Children's Aid Society  
of Hamilton-Wentworth**

**Annual Report 1978**

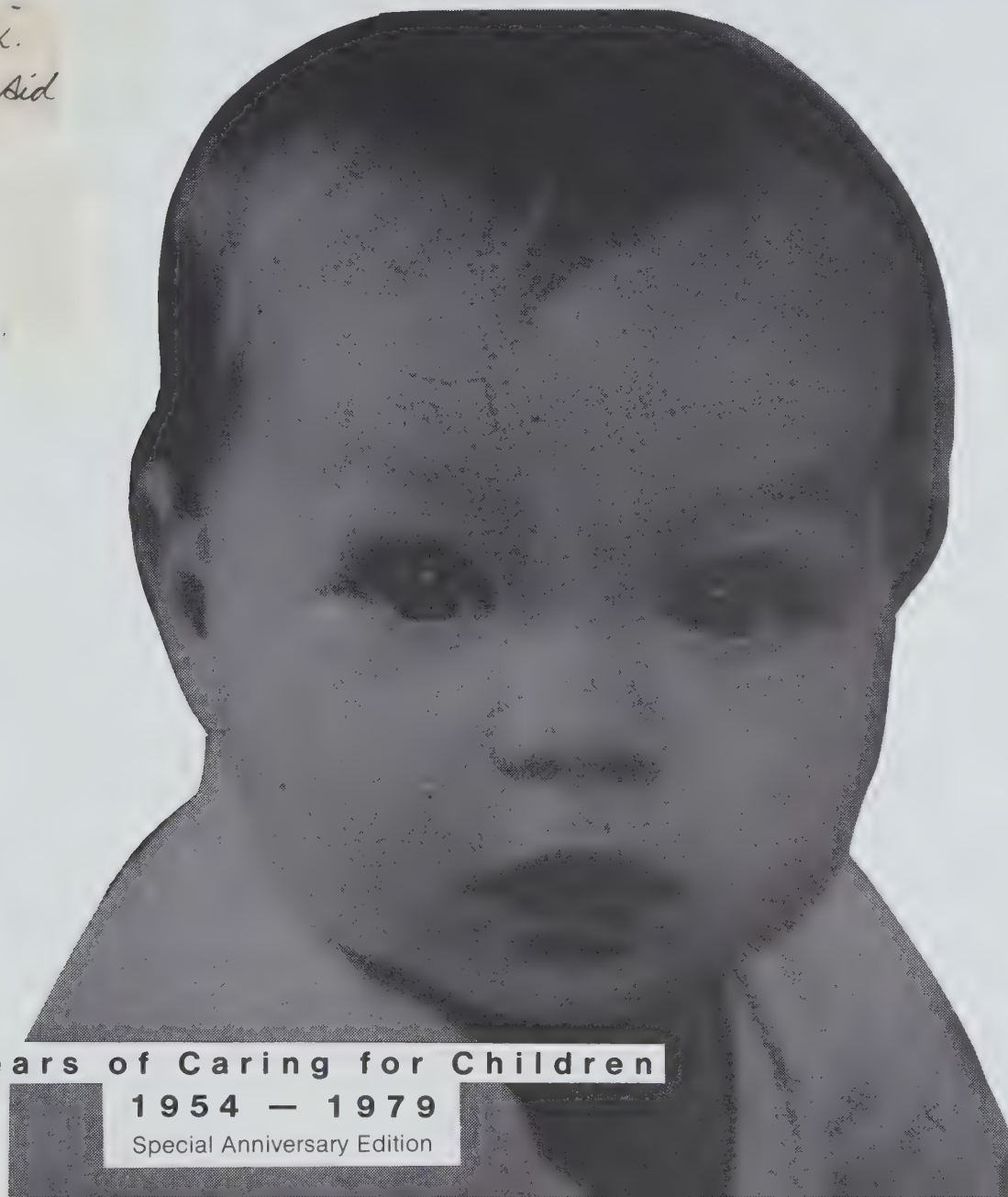
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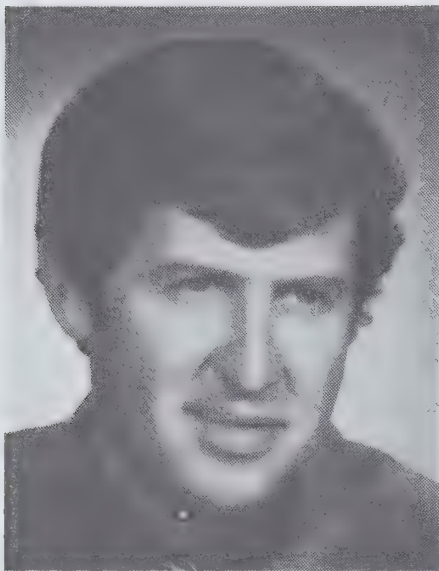


**25 Years of Caring for Children**

**1954 — 1979**

Special Anniversary Edition





## THE PRESIDENT'S REPORT

*This year's report represents three bench marks. It reports on the past year's activities but also marks the twenty-fifth year of operation of the Society. It is also the completion of my five year term of office on the Board.*

*The past history of the Society speaks for itself. Its tremendous expansion and exemplary services to the Catholics of this Community, is self evident. The spirit of dedication of twenty-five years can best be reflected in the accomplishments of this last year.*

*We continue to be blessed with a high calibre of capable foster parents who have continued to prove their adaptability and concern as ever changing demands are placed on their talents, emotions and pocket books.*

*Our volunteer service holds a candle to none other in the Province. The repeated success of Las Vegas Night is but one visible sign of the countless miles and varied services the numerous volunteers and auxiliary members provide.*

*One only has to read the daily press to realize the ever increasing demands placed upon the various departments of the*

*Agency. Without the well trained and dedicated individuals within the Society, the high calibre of service this region has come to expect of us would be unattainable.*

*Maintaining a degree of excellence is always difficult but becomes most difficult and frustrating at times of financial restraint. The Society has always believed that many of the difficult and long term problems with which we are confronted are best treated from a preventative stance rather than after the fact. Thus far, however very little if any funding has been made available for this type of new programme. We must continue to make Government aware of the necessity, humanism and ultimate financial savings of far reaching preventative concepts.*

*I would like to close this report and my term of office by thanking the members who served with me on the Board of Directors. Their judgment and dedication has made what could have been a very apprehensive position extremely satisfying. I am proud to have had the privilege to learn and serve with them. I would also like to thank His Excellency Bishop Reding and the clergy for their constant understanding. We have always had excellent representation from the Region and I thank these busy representatives for their time and contribution. I would specifically like to thank the Chairperson for the Region, Anne Jones, for her considerate attention to our needs over the years.*

*To the Executive Director, Miss Georgina Gibbons, I can only say a sincere thank-you. It has been uplifting to have been in such proximity to her spirit, dedication and ability.*

Dr. W. Ross Barlow  
President  
The Catholic Children's Aid Society  
of Hamilton-Wentworth  
25th Annual Meeting  
March 7, 1979.

## REPORT OF THE EXECUTIVE DIRECTOR

March, 1979, marks the 25th anniversary of The Catholic Children's Aid Society of Hamilton-Wentworth. In March, 1954, the infant agency opened its doors to serve the Catholic people of Hamilton. Before that time, the Catholic families had received service from the non-sectarian society Children's Aid Society serving the area.

What has happened to our society and the community over these 25 years? In 1954, the problems facing the Society were finding adoptive homes, as well as temporary foster homes, for babies of unmarried mothers and providing counselling services to the families who were having difficulty in coping with their children because of housing, unemployment or health problems (remember, this was before O.H.I.P.). For these families, there were limited community supports. For the unmarried mother, there was little financial assistance and considerable criticism of her condition by the public. Usually, her plan was to place her child for adoption, to preserve her reputation and to give her child a home.

In 1954, the first Child Welfare Act was passed in Ontario and it combined together three previous pieces of legislation: Protection of Children's Act, the Children of Unmarried Parents' Act and the Adoption Act.

The 1960's brought a change in community values with the growth of permissive attitudes in the latter half of the decade. 1965 was hailed as an important year in Child Welfare in Ontario. A new Child Welfare Act was passed which allowed Children's Aid Societies to begin to look at preventive services for families for the first time. At the same time, all levels of government were providing greater financial support for welfare services. The Province of Ontario, for the first time, took greater responsibility for financial support of the Children's Aid Societies. Support was available for protective and preventive services. The Societies were able, at long last, to develop programmes to support families. At the same time, there were disturbing developments.

Families were breaking down more quickly, the extended family structure which had helped families cope in the 50's was disappearing. The moral values which held family structure together were being eroded. Many young people, even some of our Catholic young people, were turning

away from Christian values and morality. Increasing numbers of these confused teenagers were coming to the attention of the Society.

In the 1970's, many of these troubled teenagers had become the parents with whom the Society had contact.

This brings us to 1978, a year when your Society experienced many conflicting demands for service, combined with a decrease in resources to meet these needs (fewer foster homes, financial restraints of government and, a corroding of the public support of the Children's Aid Societies). Do you recall the glaring headlines about children who had died as a result of Child Abuse, the editorials criticizing the Children's Aid Societies across the Province and demanding the Government disband them?

The Societies experienced greater controls from the Ministry of Community and Social Services. The Garber report resulted in the Government placing greater requirements in services for abused children and their families. New requirements were compiled for residential care facilities. New legislation was drafted for Child Welfare and Family Law. The New Child Welfare Act will come into force later this year, on a day to be proclaimed. This will mean many changes for your Society.

In 1978, the Society experienced an upsurge in families requiring counselling and other family services. Increasing numbers of young parents lacked the basic skills to parent. For these families, family enablers provided direct training in child care and home management. Play therapists taught the parents to understand their child's behaviour and specialized foster homes showed individual parents how to care for their children (this programme, was and is used with many abusing, or potentially abusing parents). Group programmes were developed in the Agency, as well as in conjunction with other services, to assist young parents to gain confidence in their parenting ability, particularly the young single mother.

By year end, there was recognition that more basic parent training was needed. The Society organized a Programme for Systematic Training For Effective Parenting. The first class will soon graduate, and already, the Society is receiving numerous requests to start the programme in various parts of the Catholic community.

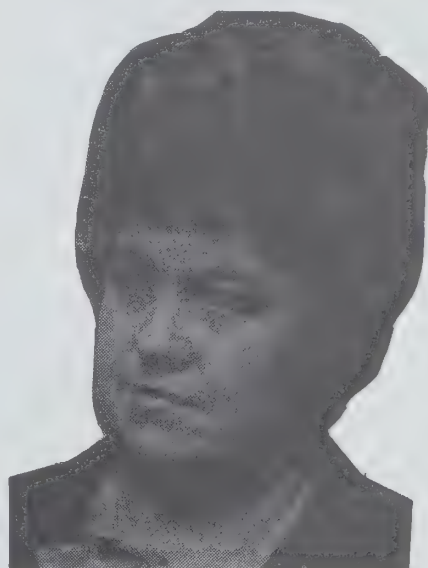
Without our volunteers, the above type of preventive service would be impossible. Our volunteers are one of the Society's rich-

est resources. As we train volunteers to lead new groups, the programme will expand, supporting and enriching the lives of our Catholic clients.

Please read the outline of volunteer services and offer your help if you have time and talent to share with our families or children.

Also this past year, the Society has carefully examined its services to abusing and potentially abusing parents and their children. To meet the increasing demand for service (a 72% increase from 1977), the Society has recruited additional staff and developed a Society Child Abuse Team. The Society also serves on the Community Child Abuse Council, a community planning and co-ordinating body, composed of all community organizations involved with abusing families. Late 1978, the council was provided with a grant from the Ministry of Community and Social Services, Child Abuse Programme Division, to hire a co-ordinator for a Community Child Abuse Team. This programme is being financially administered by your Society. 1979 will see even greater demands for service. The new Child Welfare Act requires professionals to report Child Abuse situations, or face a fine, and greater community awareness will increase demands for service.

Another community group, on which your Society is represented, has developed a Home Intervention Team Project to provide crisis intervention in family disputes. When





*this project is funded, new demands for service will be made on the Society.*

*Our resources for children who must live away from their families have been hard pressed to meet children's needs. While the numbers of children coming to the attention of the Society continues to decline, the service needs for those children coming into care have climbed dramatically. For example, an increasing number of adolescents have been committed to the care of the Society under the Juvenile Delinquent's Act. These are young people who previously would have been sent to training school. Many of these children, close to their sixteenth birthday, are unwilling to accept normal expectations. As a result, the Society must purchase specialized care for these young people. The Society's budget for institutional costs has soared.*

*In 1978, it cost \$189,000. to provide care to an average of 18 children a month in institutional care, while it cost \$279,000. to provide care to an average of 123 children per month in foster care.*

*It has become increasingly difficult to recruit and retain foster parents who are prepared and able to cope with the more troubled child of the 70's. To this end, the Society participated in a study of foster homes for adolescents with the Children's Aid Society of Hamilton-Wentworth and the Children's Aid Society of Halton Region. The study completed by Dr. Barbara Rosenblum was finalized in 1978. It stressed that fostering would disappear in the future unless steps are taken to enhance fostering now. The three societies who were involved in the study are making a presentation to the Association Deputy Minister, Judge George Thompson, on implementations of the recommendations.*

*The Society is also working with the District Working Group for the Mentally Retarded, in development of a project to recruit foster homes for mentally retarded children.*

*The Society's five Group Homes have provided care to an average of four children each, while the Brennan Residence, which experienced a change of houseparents during the year, provides a caring environment for children at the point of admission.*

*What of the future? 1979 will present even greater pressures for the Society. More demands will be required by both government directive and the new Child Welfare Act while, at the same time, financial restraints will make it difficult to meet these demands.*

*The next few years will be crucial for your Society and all Children's Aid Societies in the Province. Will the Society continue as an organization or will it be absorbed by government, either Regional or Provincial? Will the necessary funding be available in order to meet the needs of troubled families or will the Society be required, because of financial restraints, to revert to providing a Protective Service only? Will those programmes aimed at supporting families be removed?*

*You, as members of this Society, must make your wishes known to your representative in Queen's Park.*

*In closing, may I thank all those people who have and are struggling through this difficult time with us. His Excellency, Bishop Reding, always prepared to give His support and guidance, Regional Chairman Anne Jones and the Regional Council who have been continuing supporters of the Society, The Board and Committee Members who are always prepared to take on extra tasks, the foster, group home and*

*Brennan Residence parents who have amazed me with their caring, the staff and volunteers and all those other people who make the Society the vibrant, concerned entity it is.*

*I would like to also, single out for my appreciation, our retiring President, Dr. W. Ross Barlow. Dr. Barlow has been an inspiration to all of us; his caring, his hard work and dedication to his responsibilities as President, has set an example which is hard to follow. To each of you, my sincere thanks. This report is respectfully submitted.*

Miss Georgina J. Gibbons,  
Executive Director  
The Catholic Children's Aid Society  
of Hamilton-Wentworth  
Excerpts from the Executive Director's Report, 1978.

The 25th Annual Meeting  
March 7th, 1979.

## **P A S T**

*Twenty-five years ago . . . . .*

*The Catholic Children's Aid Society was established as a result of the concern of the Catholic community in the Hamilton area for the welfare and rights of Catholic children and families.*

*It is interesting to look at sections from the original charter:*

*Catholic Children's Aid Society of Hamilton for the following purposes and objects, that is to say:*

- To protect children from cruelty and neglect on the part of the parents.*
- To care for neglected children.*
- To improve the home life of children*
- To secure foster homes for children who have no homes or proper homes of their own.*
- To safeguard the religious faith of Catholic children.*
- To accept gifts, donations, legacies, devises and bequests.*
- To generally discharge the functions of a Children's Aid Society under the Children's Protection Act and to co-operate in carrying out the provisions of said Act and other legislation in the interests of children, and*
- to do all such other things as are incidental or conducive to the attainment of the above objects.*

*The head office of the Corporation to be situate at the said City of Hamilton and*

*The First Directors of the Corporation to be:*

*Gordon Joseph Sullivan, Barrister; Norman Nordin and Reid Alexander Murray, Managers; Bernard Cox, Parish Pastor; Eric Alfred Mortimer, Supervisor; Edward Patrick Carney, Sales Supervisor; John Mahoney, Barrister; Wilfred Ford, Insurance Broker; Paul Walsh, Executive; Marguerite Cutler, Homemaker; Eileen Morrison, Homemaker; Mary Ellen Regan, Homemaker; Katherine McMillan, Realtor; and Thomas Francis Miller, Sales Supervisor.*

*Given under my hand and Seal of Office at the City of Toronto in the said Province of Ontario this 30th day of October in the year of Our Lord One Thousand Nine Hundred and Fifty-Three.*

*Arthur Welsh,  
Provincial Secretary,  
Province of Ontario.*

## **T H E F I R S T M E E T I N G . . . . .**

*Minutes of Director's Meeting of the Catholic Children's Aid Society of Hamilton at 90 Stinson St. on the 23rd day of February, 1954.*

*On motion duly made and seconded and unanimously carried, Gordon J. Sullivan took the chair and Mrs. Kathryn McMillan acted as Secretary of the meeting.*

*The Chairman presented the Charter to the meeting and the Provisional Directors being the Charter Members were elected as Directors of the Corporation together with John T. Lewington and James J. Briggar.*

*The Chairman then presented By-Laws No. 1 and 2 to the meeting and on motion duly made, seconded and unanimously carried, the By-Laws were adopted. As the By-Laws of the Corporation. Subject to the approval of the members; same date.*



## THE NEW CHILD WELFARE ACT

*Sometime during this year the New Child Welfare Act will be proclaimed and come into force. Some of the changes which have broad implications are:*

- *the Judge in making a decision about a child's care must apply a "best interest of the child" criteria. Section 1(b) of the Act spells out the eight areas the Judge must examine.*
- *The New Act provides for Regional Directors of Child Welfare. Section 2(1)*
- *budget Estimates must be prepared in accordance with regulations for the year's operation (the regulations could change from year to year). Section 8*
- *Provides for the establishment by the Ministry of Community and Social Services of Standards of Service. Section 2(2)(h)*
- *Widens the category of people considered a parent. Section 19(1)(e)*
- *Hearings may be heard in area other than where child taken into care. Section 19(3)*
- *Child may have legal representation. Section 20*
- *A child 12 years of age and older must be a party to an agreement for care or wardship hearing. He/she may also request a termination of the agreement or a review of the wardship.*
- *Any individual may apply to the Court for a hearing in respect to a child in need of protection. Section 22*
- *provides for admission to care of 16 to 18 year olds who need special care.*
- *Children 10 or more years of age to be served for wardship hearings unless the Court feels service would be detrimental to the child.*
- *Provides service to be given to foster parents who have cared for the child for six months.*
- *The Court may order parents or child to attend an assessment.*
- *The Court may impose reasonable terms and conditions in respect to supervision orders.*
- *Provides for a judicial review of Crown Ward status by the child over 12 years of age and the parent.*
- *Provides for an administrative review of all Crown Wards.*
- *Makes it mandatory for professional to report child abuse.*
- *Provides for access to records in respect to child abuse.*
- *A child or Society may take legal action to recover damages in respect to child abuse injuries.*
- *Provides for the licensing and establishment of Private Adoption Agencies.*
- *Prevents Private Adoption Placements without a licence from the Minister in respect to the Specific placement.*
- *Provides for subsidized adoptions for the hard to place child.*
- *Provides for the establishment of a Voluntary Disclosure Registry where adoptees and/or natural parents can register their desire to be reunited.*

*All Children's Aid Societies operate under the Child Welfare Act, Revised Statutes of Ontario (1970) and amendments thereto.*

*The Society provides:*

- *Investigatory services in all cases referred to us relating to the care, protection and the well-being of children.*
- *Counselling to parents and children where appropriate so as to endeavour to relieve or resolve child abuse and/or deprivation situations.*
- *foster care on both a short and a long term basis in keeping with the needs of the child and the family within the resources available to or through the Society.*
- *Child management services and parenting skills through a Family Enrichment Program provided to those in need of such services.*
- *Foster parent modelling program and play therapy and recreation.*
- *Counselling for unmarried mothers and single parents.*
- *Effective parenting programs.*
- *Craft therapy for mothers.*
- *Foster Parent Education.*
- *Service to those wishing to adopt a child.*
- *Alternative to Care Program, called Parents and Children Together (P.A.C.T.)*



## FOSTER CARE

*During 1978, the Society continued to develop new roles for foster families in its ongoing efforts to best meet the needs of children in care and their families. One such role was carried out by dedicated foster families who were involved in our Parent Modelling Programme providing a valuable teaching service in their homes, in helping young and inexperienced parents learn practical home-making and child care skills.*

*Placement Resource staff have continued their efforts to recruit and develop new foster families among the Catholic Community in the face of an accelerating need for homes for children of all age groups. This need has been particularly acute with regard to adolescent children in care. Every child needs a home and a family.*

## ADOPTION

*In our Adoption Programme over the past year we saw a slight increase in the number of children of all age groups successfully placed. As well, there was an encouraging increase in the number of new adoption applicants wishing to provide permanent homes for older children and children with special needs.*







## CHILD ABUSE

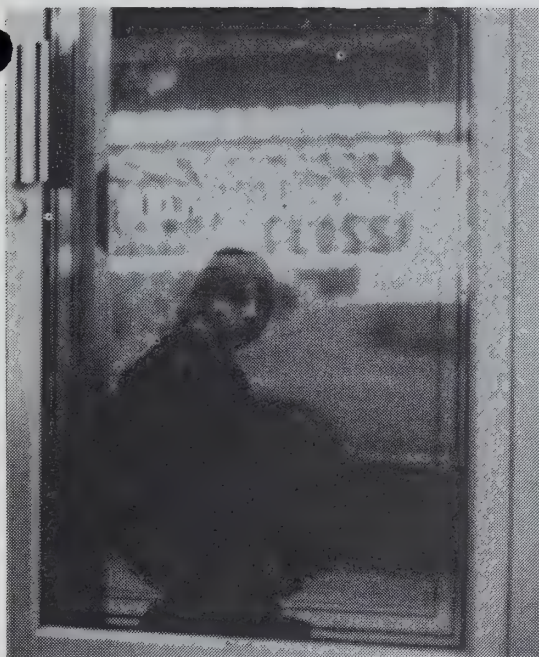
*A strong emphasis has been placed on delivery of services in the area of child abuse. Our society has formed a highly trained and skilled child abuse team involving specialized staff from both the Family Services and Childrens Services Departments.*

*In addition to our own team an interdisciplinary inter-agency team has been organized.*

*A pronounced increase in the number of Child Abuse cases brought to our attention, reflects not only the lack of preparedness of some people to parent, but also the realization of the Community that Child abuse is a problem which concerns everyone.*

*Children who have been abused are helped by involving them with caring foster and group home parents; and in programs such as play therapy. Parents are assisted by participation in the parent modelling and family enrichment programs as well as counselling by our highly skilled Social Workers.*





## THE AUXILIARY

The Auxiliary of the Society helped children and families in many different ways. Auxiliary members knitted beautiful layettes for infants for adoption. In addition to staffing the baby room, the dedicated auxiliary members gathered supplies for many families needs. As well as making the Society's needs known in the Parishes and the recruitment of volunteers. Auxiliary members participated in the STEP Program and raised \$1200. in the Las Vegas Fund Raising night for the Mary Tolmie Student Fund.

## VOLUNTEERS

A real asset, they come from varied backgrounds and all age groups. Volunteers serve as tutors, as special friends to children in foster care or in their own homes, and to parents. They also help as play therapy assistants, recreation assistants in the Brennan Receiving Home, baby sitters drivers, supervisors on outings, occasional clerical work, short term foster parent relief, and in special projects, Effective Parenting Program and in the recruitment of other volunteers. You are invited to join them in helping our children and families.

## S.T.E.P. PROGRAM

The Systematic Training for Effective Parenting Program is presently being offered for 10 consecutive weeks. With 14 participants. Operated by Volunteers, it is a realistic and sensible approach to parent-child relationships in our atmosphere of love. Understanding co-operation and mutual respect. It is hoped that eventually many of the parents of children who come into the care of our Agency will eventually benefit from this kind of learning process.

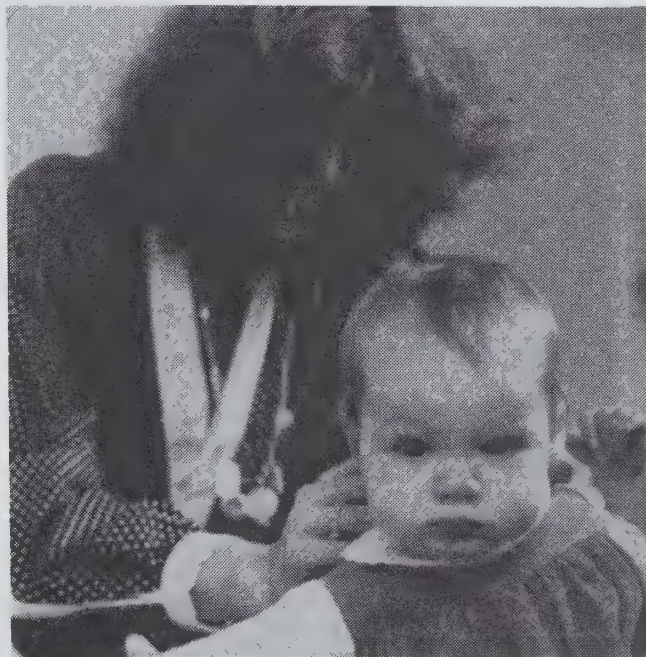
## PUBLIC RELATIONS

The public relations department has been active and involved in making public the needs of the Society in both the community at large and in the parishes.

A major focus of this department has been directed to making Catholic families aware of the urgent need for foster homes for children in all age groups.

An appeal for more foster homes for children has been launched jointly with the Children's Aid Society of Hamilton-Wentworth and the Halton Children's Aid Society.

In addition a major joint fund raising for foster home finding making use of the media is well underway.





## FINANCIAL REPORT FOR THE YEAR 1978

### REVENUE

Province of Ontario .....	\$1,249,886.00	
Regional Municipality of Hamilton-Wentworth .....	300,000.00	
Department of National Health and Welfare .....	59,063.69	
Miscellaneous Income		
Memberships and Individual Donations .....	\$1,038.00	
Interest .....	9,556.49	
Official Guardian Reports .....	4,099.32	14,693.81
Maintenance		
Parents .....	3,796.75	
Other Children's Aid Societies .....	5,691.87	9,488.62

TOTAL REVENUE ..... \$1,633,132.12

### EXPENDITURES

Salaries, Employees Benefits, Training Etc. ....	\$891,755.77
Maintenance of Children in Care .....	694,726.08
Other Programme Costs .....	
(Play Therapy Supplies, Emergency Assistance Etc.) .....	4,641.46
Administration	
(Accommodation, Public Relations, Advertising, Legal and	
Audit Fees Etc.) .....	105,100.71

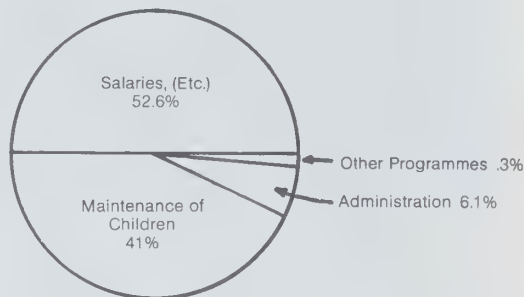
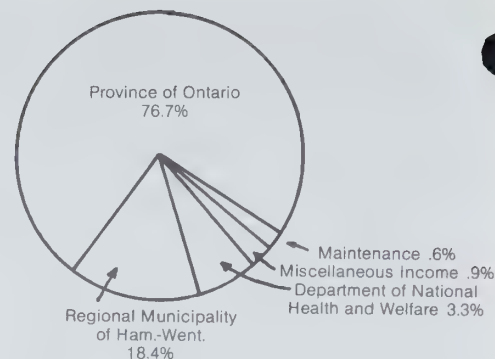
TOTAL EXPENDITURES ..... \$1,696,224.02

Excess of Expenditure over Revenue ..... \$ 63,091.90

Reduced by Balance December 31, 1977 ..... 44,780.18

Deficit as of December 31, 1978 ..... \$ 18,311.72

The audited statement of E. P. Nolan, Chartered Accountant, for the year 1978 is on file in the offices of the Society at 627 Main St. E., Hamilton, Ont.



## GROWTH IN SERVICE OVER THE YEARS

### Protection and Prevention

	1954 (9 months)	1966	1978
Families Served	71	448	784
Number of Children in the Families	140	1466	1711
Brief Services			439

### Unmarried Parents

New Cases — Unmarried Mothers	91	172	57
Putative Fathers	Not reported	61	2

### Total Clients Served During The Year

Unmarried Mothers	91	264	143
Putative Fathers	Not reported	164	12

### In Care Services

Children Admitted to Care	117	267	202
In Care during the Year	117	545	536
Discharged from Care	40	227	207

### Adoption Services

Applications	N/A	143	80
Children Placed	18	90	41
Staff	4	36.5	48.5*

### COST OF OPERATION

	27,338.61	545,933.41	1,696,224.02
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\* Includes Institutional Staff

## BOARD OF DIRECTORS 1978

### President

Dr. W. Ross Barlow

### Past President

Mr. A. N. R. Marziali

### Vice Presidents

**Staff Inspector** Raymond Picon

Mr. Michael Prokopich

### Treasurer

Mr. Wm. Barlow

### Spiritual Advisor

Rev. J. J. Dwyer

Mr. Stan Anslow

Mr. J. J. Brown

**Reg. Councillor** Fred Campbell

Miss Dorothy Cauley

Dr. James E. Csordas

**Reg. Councillor** Ken Edge

**Reg. Councillor** Pat Ford

Dr. Dan Kraftcheck

Sister Dianne Brenner

Mr. Randolph Mazza

Mr. Dermot Nolan

Mrs. Audrey Quinn

Mr. Harry Somerville

Mrs. Theresa Speagle

**Reg. Councillor** Ian Stout

Rev. Lawrence Walsh

**Executive Committee** — Dr. Ross Barlow

**Finance** — Mr. William Barlow

**Negotiating** — Dr. W. R. Barlow

**Nominating** — Mr. A. N. R. Marziali

**Moral Issues Advisory Committee** — Rev. L. Walsh

**Personnel** — Mr. H. Somerville

**Public Relations** — Mrs. A. Quinn

**Services** — Dr. J. Csordas

**Volunteer** — Mrs. A. Quinn

### Past Presidents

#### 1954-1958

Judge Gordon J. Sullivan

1956-1958 1961-1962

\*James J. Brigger

1958-1961

Mr. Ralph J. Sazio

1962-1964 1965-1968

Mr. Russell C. O'Neal

1964

Mr. Joseph M. Pigott

1964-1965

\*Frank Cunningham

1968-1970

Mr. C. J. Rosart

1970-1972

Mr. E. P. O'Neal

1970-1974

Mr. Paul J. Phoenix

1974-1976

Mr. Victor J. Cassano

1976-1977

Mr. A. J. Marzol

\*deceased

### Past Board Members:

Norman Nordin, Reid Murray, Eric Mortimer, Edward Carney, John Mahoney, H. Wilfred Ford, Marguerite Cutler, Eileen Morrison, Katherine McMillan, Thomas Miller, James J. Brigger, John T. Lewington, Rev. T. P. Brennan, Dr. Chas. J. McCabe, Dr. F. A. Oliveri, Hugh F. Brown, Ralph J. Sazio, John L. Agro, Dorothy Quinlan, Vincent O'Connor, Mrs. F. D. Byrne, Joseph Lanza, Joseph Belanor, Lorne Coady, Ray Dubois, Russel C. O'Neal, J. T. Kostyk, Dr. Henry Patzalek, J. Pigott Jr., Mrs. Walter Tuchtie, Frank Cunningham, Judge A. J. Marck, Dr. S. E. O'Brien, Lorne D. Warren, Dr. J. M. Johnson, Thelton J. R. Smith, Dr. Frank S. Adams, James C. Costeau, Leo Latchfor, C. J. Rosart, Wm. Lorne Freeman, Gerard McDonald, John J. Maher, E. P. O'Neill, Jacqueline Schneider, Lloyd Voisin, C. O'Neill, Cont. J. E. Campbell, Ald. J. MacDonald, Dr. J. P. Morreale, Paul J. Phoenix, A. J. Poloniato, Rev. M. F. Ustrzycki, P. J. Brennan, Serg. E. M. Kodis, John Lawlor, Dr. I. Scime, Mrs. I. Stoddard, Cont. James Bethune, John Brigham, Victor Cassano, Dr. J. P. Ranalli, Stanley Davis, H. Wilfred Ford, Betty Russell, Sister Caroline Altpeter, Mrs. Wilfred O'Brien, Stanley Anslow, Mrs. Herbert Hauser, Rev. D. R. Hinsperger, Ald. Wm. Scardlan, Rev. Sr. Beatrice Sohnarr, Dr. E. N. Zamora, Dr. Dan Kraftcheck, Rev. Sr. Julie Lattner, Judge Alice McKeown.

## STAFF (as of December 31, 1978)

### Administration

Miss G. J. Gibbons, *Executive Director*

Mr. J. Hayes, *Assistant Director*

Rev. J. J. Dwyer, *Spiritual Advisor*

Mrs. M. Kiss, *Public Relations Co-ordinator*

Mrs. S. Johnson, *Volunteer Co-ordinator*

### General Office

Mr. S. Jones, *Office Manager*

### Office Staff

Mrs. P. Archer

Miss D. Bedini

Mrs. C. Brennan

Mrs. K. Bishop

Mrs. B. Cox

Mrs. T. DesRosiers

Mrs. N. Hickey

Mrs. H. Lessard

Mrs. A. Lomoth

Mrs. A. Persaud

Mrs. B. Smith

Mrs. L. Walsh

Mrs. M. Whinton

### Children's Services

Mr. P. McDonald & Mrs. R. Schavenberg, *Supervisors*

Mr. D. Birtwistle

Mrs. S. Caughran

Sister Jean Cunningham

Mr. T. Keleher

Miss D. Norlock

Mrs. J. Soede

Mrs. A. Thompson

Mrs. K. Becka

Mr. D. Brennan

Mrs. B. Holmes

Miss E. VanWoudenberg

Mrs. E. Zaborsky

### Family Services

Mr. R. Light & Mrs. S. McCarthy, *Supervisors*

Mrs. N. Ezergailis

Mr. T. Ferris

Mrs. M. Hauser

Mrs. S. Light

Mrs. I. Linkletter

Mrs. C. Marini

Mrs. J. Myers

Sister Theresa Piva

Mr. G. Simpson

Mr. G. Brown

Mrs. E. Garland

Miss B. Kemp

Mrs. P. Lythgoe

Mrs. M. Reitmeier

Mr. G. Smith

Mr. T. Steigvilas

Mr. A. Willock

Mrs. L. Lupert, *Psychometrist*

Mrs. P. Brunskill, *Official Guardian Reports*

Mrs. D. Zamperin

### Brennan Residence

Mr. R. Kennedy & Mrs. R. Kennedy, *Houseparents*

Miss J. Peddle

Mrs. V. Veerman

Mrs. M. Moran

### Group Home Parents

Mr. & Mrs. R. Norris

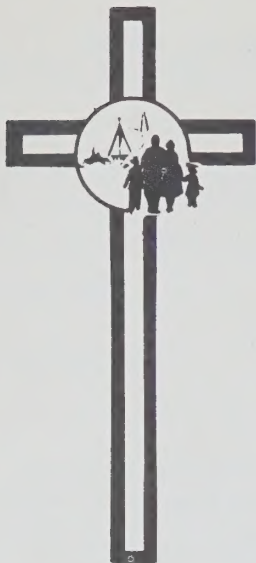
Mr. & Mrs. R. Trafford

Mr. & Mrs. L. O'Rourke

Mr. & Mrs. N. Westbury

Mr. & Mrs. C. Murken





## **PHILOSOPHY OF THE SOCIETY**

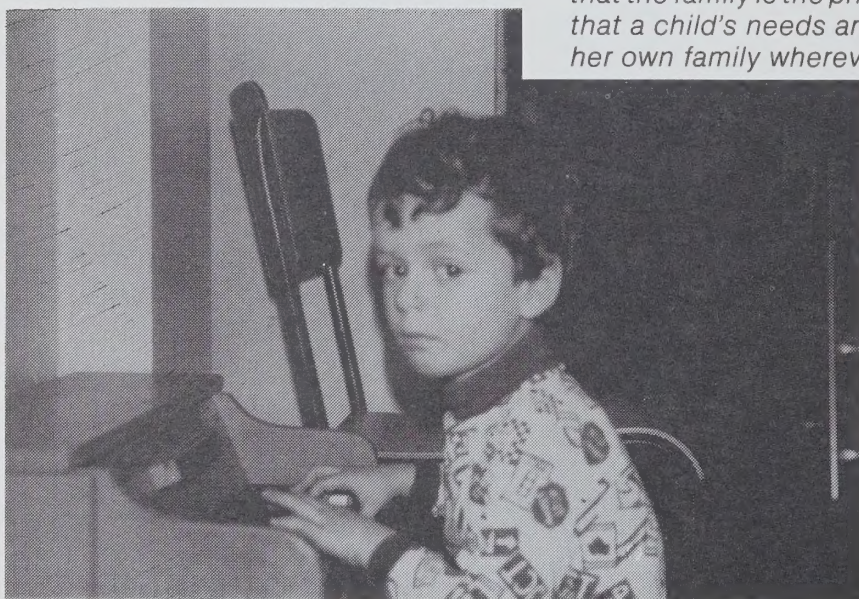
### **The Catholic Children's Aid Society of Hamilton-Wentworth**

*The Catholic Children's Aid Society of Hamilton-Wentworth was established 25 years ago as a result of the concern of the Catholic Community for the welfare and the rights of Catholic children and families.*

*The Philosophy of the Society affects everything it does in its work with children and families and based on the belief:*

- that every child and every person has a basic dignity as a human person, given by God.
- that every child is a growing human being with rights and needs which must be respected and met, so that he or she might realize his or her full potential.
- that each child must be enabled to develop a satisfactory relationship to his or her family, community and Creator.
- that the family is the primary unit of Society and that a child's needs are best met within his or her own family wherever possible.

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